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Ottawa Aims to Cut Billions from PSE

CAUT Opposes Liberals' Neo-Conservative University Funding Policies

DURING THE MONTH of October the Liberal government made a series of announcements that spell bad news for the university community.

On Oct. 5 Lloyd Axworthy released his green paper on social security reform. The government is considering phasing out cash transfers to the provinces under Established Programs Financing which currently total more than \$2 billion. There were, however, no concrete figures in the green paper about the scope of the cuts.

Highly embarrassing to the government was a leak the same day by the *Toronto Star* of a Treasury Board briefing note which made it clear that the omission of the figures was no accident. The briefing paper said there would be a rapid and total elimination of the transfer for post-secondary education - \$500 million in 1995/96, \$900 million in 1996/97 and \$1.1 billion the following year.

The briefing paper then goes

on to say: "Axworthy and Martin have agreed that neither the Social Policy Review paper nor the Fiscal and Economic Update will make these new targets public."

They are to be hidden from the public until the spring budget. Nor were the provincial ministers told the figures when they were flown to Ottawa for a briefing prior to the release of the green paper.

These revelations contrast ironically with the fulsome rhetoric in the green paper about the importance of higher education to this country. It notes that the link between knowledge and well-being is well-tested and that the "commitment to earning opportunity has played a vital role in our national development."

"We must push our nation's learning yardsticks further out - much further" because of global competition. "If our living standard is to be secure, one of our urgent tasks must be to strengthen our learning and training system."

It is hard to see, said the



"Social policy reform is all about cutting the deficit," Ottawa Citizen, Oct. 5

CAUT response, how cutting hundreds of millions of dollars will achieve this.

"I am shocked not only by the massive and unfair attack on the universities but also by the apparently duplicitous way in which the government intended to proceed," said Dr. Joyce Lorimer, President of CAUT. "Universities and col-

leges have already lost more than \$8 billion since 1986 because of the cuts of the previous government."

The CAUT response noted that the arguments in the green paper to justify the cuts are ingenious but not persuasive. CAUT pointed out that the paper tries to suggest there is

some inexorable formula which is ensuring over time that the cash transfers will eventually run out.

This is only the case because consecutive federal governments have unilaterally altered the formula to ensure this result.

It was successive Liberal governments under St. Laurent, Pearson and Trudeau that created the system by which Ottawa supported the provinces financially for the creation and development of the modern university

system in Canada.

It now appears that Mr. Axworthy and Mr. Martin plan to destroy this legacy. In doing so, they are faithfully carrying out the policies of the previous Conservative government. ■

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THE DEFICIT Page 7

LE MOIS D'OCTOBRE RÉSERVAIT DE BIEN MAUVAISES nouvelles pour le milieu universitaire. Le gouvernement fédéral a en effet rendu publics divers documents proposant des solutions pour réduire son déficit et en prenant pour cible les paiements de transfert aux provinces.

Lloyd Axworthy a publié le 5 octobre son livre vert sur la réforme sociale. Tout en vantant, d'une part, l'importance de l'enseignement postsecondaire pour le pays, il propose, d'autre part, l'élimination graduelle et totale des transferts en espèces versées aux provinces à cet effet.

La Fédération canadienne des étudiantes et étudiants est d'avis que cette mesure fera grimper les frais de scolarité et que le projet fédéral de prêts à remboursement proportionnel au revenu dissuadera les étudiants de poursuivre des études postsecondaires.

Les 17 et 18 octobre, Paul Martin, ministre des Finances, a fait connaître le cadre de sa nouvelle politique économique et fiscale. Il a exposé des objectifs généraux pour le gouvernement, entre autres l'aide aux Canadiens pour qu'ils acquièrent des compétences. Toutefois, pour y arriver, il faudra assainir les finances publiques, donc réduire sérieusement le déficit fédéral. L'ACPPU estime que le gouvernement ne devrait pas se désengager de son rôle de subventionneur de l'enseignement postsecondaire et de la recherche.

Alberta's 'Redundancy' Policy Redundant

BY JAMES MARINO

THE ALBERTA GOVERNMENT, following its previously announced massive cuts in university funding, has ordered all post-secondary education collective agreements reopened to incorporate new redundancy clauses to meet an unspecified government standard by Mar. 1, 1995, while insisting that academic freedom will not be affected.

In its long-awaited white paper, *New Directions for Adult Learning in Alberta*, released on Oct.

20, the government walks a careful line between interfering with institutional autonomy and retaining control over restructuring the whole system of post-secondary education.

The paper makes no mention of exigency, but calls for a removal of "inappropriate barriers" to governing boards' ability to "terminate academic staff contracts for fiscal reasons or if programs become redundant." Because all four of the Alberta universities either have such clauses or are currently trying to negotiate terms for severance, the government order itself would

seem redundant.

Where the government shows its willingness to override the collective bargaining process is in the imposition of a deadline for agreement and in its announcement (not contained in the white paper) that the clauses will be reviewed by the minister to determine if they are appropriate according to a standard clause derived from private sector contracts.

No other information has been made available regarding this

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HIGHLIGHTS

Science & Technology Review Wraps Up

Throughout the summer and early fall, John Manley and Jon Gerrard, the ministers responsible for science and technology have been conducting a local, regional and national consultation on the future science and technology policy of the government. This process raised expectations that the Liberals would follow through on one of their central commitments in the election campaign, namely to promote research and development. The process brought together a large number of individuals from the private sector, the universities and other groups who developed a more cohesive view of what the future might be than many had expected at the beginning of the process. The ministers themselves were unusually accessible.

As the dialogue unfolded, however, it became apparent that the Minister of Finance Paul Martin had torpedoed this initiative as well. At the final national meeting the ministers made it clear that the real agenda was the cutting of the federal research budgets. Mr. Gerrard had already told CAUT that he could no longer guarantee that the Liberal commitments in regard to the budgets of the federal research councils would be honoured. One cynical civil servant told CAUT during this consultative process that the government intended to cut the budgets drastically, guarantee them for three years, and then claim that they had provided stable funding.

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Call for Nominations
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Craignant que le radicalisme québécois ne s'étende, la GRC a infiltré de nombreux groupes au Nouveau-Brunswick dans les années 1960 et 1970, révélant des documents qui viennent d'être rendus publics.

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Appel de candidatures
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Pensaient-ils nous dupes?

LETTERS



COURRIER

Former vice-rector says statement false

I read the article entitled "Accusatory Reports: Crisis at Concordia — Research Ethics," which appeared in the *Bulletin* (September, 1994) with considerable interest. I found many errors in the article, which I trust others will rectify. I want now to address the one in paragraph 6. It states: "The academic vice-rector... was well known for her hostility

ty to the process of collective bargaining."

This is totally false, as your reporter/writer would have discovered had he/she taken the trouble to inform themselves by appropriate investigative journalism, or by verifying the statement with me. In this context I find it curious that the article is unsigned.

ROSE SHEININ

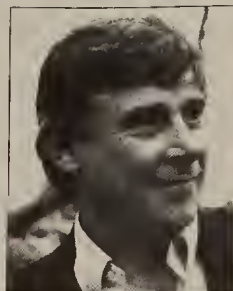
Resident Senior Fellow

Department of Biology, Concordia University

Toronto Prof Wins Commonwealth Prize

KEITH OATLEY, A PROFESSOR OF PSYCHOLOGY AT THE University of Toronto and the Ontario Institute for Studies in Education has won the Commonwealth Writer's Prize in the best first novel category for his book, *The Case of Emily V.* The prize is worth \$6,400 and was awarded at ceremonies in Singapore. The book is a fictional account that was inspired by a case involving a client of Sigmund Freud.

Professor Oatley's previous books include *Brain Mechanisms and Mind* and *Best Laid Schemes: The Psychology of Emotions*. ■



Rolex Awards

THE ROLEX WATCH COMPANY HAS ISSUED a call for entries for its 1996 Rolex Awards for Enterprise. Applications are being accepted in three categories: applied science and invention, exploration and discovery, and the environment. Canadians pursuing research projects in these fields may participate. To enter, applicants must submit a proposal for a project that displays a degree of enterprise and is feasible.

In total, \$350,000 (US) will be awarded — five grants of \$50,000 and 10 grants of \$10,000. In addition to winning a \$50,000 grant, Rolex Laureates will also receive a gold Rolex Oyster and will be flown to Geneva for the awards ceremony in May. Associate Laureates will receive \$10,000, a steel and gold Rolex Oyster, and will be presented with their award in their country of residence.

Applications must be submitted by March 31, 1995 to Geneva, Switzerland. Entry forms have been mailed out across the country. For more information call (416) 480-7350. ■

Call for Applications

1995 ACUNS/ASIL Summer Workshop on
International Organization Studies
Institute of Social Studies, The Hague 16 - 28 July 1995

The Evolving Nature of Sovereignty and the Future of Global Security

Completed applications must be postmarked by February 15, 1995. 25 participants will be selected on a competitive basis: approximately fifteen from North America, five from the UN secretariat, and five from outside North America. Selections will be made and participants notified in early April 1995. For more information and application guidelines, please contact:

ACUNS/ASIL Summer Workshop
Brown University, Box 1983
Providence, RI 02912-1983
Attn: Program Coordinator
Fax: 401/863-3808

Funding for this workshop is provided by
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BARGAINING & BENEFITS

Databank Proves Its Worth in Bargaining

BY MAUREEN KILGOUR

DESPITE WAGE FREEZES and the suspension of collective bargaining rights in certain provinces, faculty associations in Canada always seem to be preparing for negotiations or sitting at the table negotiating a new collective agreement. There is seldom a respite from the acts of preparing proposals, revising agreements, and responding to management proposals.

For this reason, CAUT decided it would be extremely useful to have a databank that would assist member associations to evaluate their agreements, to make comparisons with other collective agreements and to develop proposals for improvements in their terms and conditions of employment.

CAUT decided to proceed with the development of a collective agreement databank that its collective bargaining staff could

use to respond quickly and efficiently to the many requests they get for assistance from member associations.

The project was divided into a number of phases. Brian Campbell, from Mount Allison University, used a text retrieval system to develop a customized database of Canadian university collective agreements. A coding system was developed to enable searches by article, subject, agreement, region or province.

Developing a coding system required a conceptualization of the structure of the standard faculty collective agreement. This was not easy, since faculty collective agreements are far from standardized. However, a coding structure was developed that was more detailed than originally anticipated, but that encompasses the range of agreements that exist at Canadian universities.

Once this first phase of

designing the system and collecting agreements in computer readable form was complete, CAUT Collective Bargaining Officer Christiane Tardif took over responsibility for the databank. Ms. Tardif is responsible for responding to requests, conducting research on collective agreements and for maintaining and enhancing the database.

A lot of time is spent ensuring the database is up-to-date, through coding agreements that come in and adding revised collective agreements to the system.

Since the databank became operational in 1992, hundreds of requests from faculty associations have been answered. Faculty associations preparing their proposals will often call CAUT for information and assistance. Typical requests include:

"Our members are getting concerned about the new approach that the administration has taken concerning teaching evaluations.

What provisions do other universities have concerning teaching evaluations?" Or, "Our administration told us at the bargaining session yesterday that we are the only faculty association in the country without a provision on Y. Is this really the case?"

Now that the collective agreement databank is up and running, the main tasks are to keep it current

and relevant, and to ensure that faculty associations get the information and the analysis they need to negotiate effectively at the bargaining table. In collective bargaining, knowledge is power, and faculty associations bargaining these days need all the power they can get. ■

(Maureen Kilgour is a professional officer in the collective bargaining section at CAUT.)

TAX FACTS

R&D Tax Incentives

Too Good to Ignore

BY STEVEN DYCK

Several years ago Revenue Canada put rules into place to promote scientific research and development (R&D) through offering tax incentives. These rules are relevant to those readers engaged in scientific research through privately owned companies or as sole proprietors, i.e. in a capacity other than as an employee-researcher in a university or laboratory. Many professors are, however, engaged privately in activities which are eligible for investment tax credits (ITCs) and may not know it.

The definition of eligible R&D is broader than many researchers realize, and includes not only basic research, but applied research, and use of applied research to create new products or processes. It is worth getting expert advice on the extent of the rules, as eligible activities can cover even such things as operations research, computer programming and psychological research.

Qualifying expenses are deductible against related income. In addition, Revenue Canada gives private corporations a credit of 20 to 35 per cent of the research expenditure (depending on the region of Canada where R&D is done), and individuals 20 to 30 per cent. (These limits for individuals are due to be reduced after 1994). Some of these credits are available directly as cash back, and the balance as credits against taxes due, though in general there are distinct advantages to private corporations over individuals — significant enough to make it worthwhile for individual researchers to incorporate themselves.

The rules governing the eligibility of overhead expenses have been simplified by the new "proxy amount," which basically entitles the taxpayer to add in overhead costs equal to 65 per cent of eligible salary costs. This is based only on salaries recorded on T4's — another reason for a researcher to incorporate and pay himself/herself a salary rather than work through the complex overhead rules which otherwise apply.

The rules for ITCs are complex and require professional assistance usually, but anyone who believes himself/herself eligible cannot afford to ignore this opportunity. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Acadia University Closes Day Care Centre

BY HILDA TAYLOR

WHEN THE ACADIA Child Development Centre (ACDC) was reorganized and moved into its newly renovated premises in the summer of 1992 many people celebrated. The long struggle for a full-time university child care facility had finally ended and the centre was a reality. ACDC provided care for children of the university community, the greater community and for children with special needs.

The 14-year lease that ACDC signed with Acadia University had

rental payments designed to allow the university to recover the cost of renovations while the centre was provided with certain support services.

Now, after only two years of operation, Acadia has terminated the agreement (with two weeks notice) unless rent arrears were paid in full. The space has been rented to an external child care agency with no special ties to the university.

The abrupt closing so close to the start of term was unfortunate. The university community was presented with a fait accompli, leaving

no opportunity for the faculty association or other groups to intervene.

The closure left parents with little time to make alternate child care arrangements, children with their routines disturbed, special needs children with no other local place available to them and six women unemployed.

Acadia now becomes one of the few universities in Atlantic Canada without its own child care facility. ■

(Hilda Taylor is President of Acadia University Faculty Association.)

CAUT Develops Computerized University Arbitration Case Index

EVERY FACULTY ASSOCIATION in Canada has had the experience of taking grievances to an appeals process or to arbitration. To make the process easier, CAUT has developed a computerized index of Canadian university arbitration and appeal cases to help staff research trends, prepare cases and respond more efficiently to member inquiries. The index will also facilitate comparisons between universities, and could even help associations analyze the record of arbitrators on certain issues.

The Arbitration Index has

been designed so that its subject headings interlock with the Labour Arbitration Cases, Canada's most comprehensive labour arbitration reporter series, but which does not report many university cases pertaining to academic staff. The CAUT Arbitration Index contains information about the decisions, including the name of the arbitrator, the subject matter of the arbitration, the ruling and a summary of the award. The Index does not include the text of the decision (available from the CAUT office), nor does it include information on

cases which are considered confidential. To date, approximately 400 cases have been collected, and the indexing process has been underway since the summer. ■

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Students Protest Cuts in EPF Funds

THE CANADIAN Federation of Students vigorously protested the cuts, noting that the result would inevitably be a drastic increase in student fees. "We believe these cuts must not happen", said Guy Caron, national chairperson of CFS at a joint press conference with the Council of Canadians and the National Anti-Poverty Organization.

The consequence of the rapid decrease in the EPF funds, as the leaked briefing paper makes clear, is that student fees will at least double in three years.

The green paper suggests Ottawa would be willing to capitalize a contingency repayment plan whereby the federal government would lend students money on the assumption that universities would raise tuition to recapture the money lost by the federal cuts.

The loan repayment scheme will be geared to income, with those earning less after graduation being allowed to pay back the loan (and accrued interest) over a longer period of time. These loans would

be in addition to loans that students currently receive under the Canada Student Loans Program.

"Income contingent loan repayment is about loaning money to students to operate universities and colleges," stated Caron. "This scheme will deter many students from getting a post-secondary education because they will not want to incur a \$30,000 to \$40,000 debt load."

When some of the university presidents gathered to praise contingency repayment on CBC television immediately after the Axworthy announcement, most of them seemed unaware that the real

news was the massive cut in federal funds.

CAUT noted that the funding of contingency repayment was sometime in the indefinite future and certainly later than the first year of massive cuts. There is no guarantee that such funds will ever appear since it is clear there will be ongoing massive attacks on all education and research programs as part of the government's neo-conservative agenda.

Members of the Canadian Federation of Students have every intention of fighting the government's plans and are discussing demonstrations and strike action. ■

Cut the Deficit

ON OCT. 17 AND 18, Finance Minister Paul Martin, laid out his fiscal framework to the Finance Committee of the Commons. Many commentators noted the remarkable similarity between the rhetoric and the program to the type of statement made in November 1984 by Michael Wilson when the Conservatives first came to power.

The minister laid out a number of general goals for the government — helping Canadians acquire skills, encouraging Canadians to adapt to change, getting government right, providing leadership in the economy.

But, he said, all these depend on a healthy fiscal and economic climate and that, in turn, depends on a serious reduction in the deficit. In order to reach the goal of a deficit at 3 per cent of GDP which the government has set for itself, \$3.1 billion should be cut in 1995/96 and \$6.3 billion in 1996/97.

The minister invited the Finance Committee and the Canadian public to suggest to him where cuts of this magnitude might be made. He said he would take the consultation seriously when preparing for the budget which is scheduled in February 1995.

Although he laid all his emphasis on the need for budget cuts, he did open a window for discussion of alternate forms of revenue but mainly in terms of cuts in tax expenditures rather than new taxes. The prime minister also indicated the government would be looking at closing tax loopholes.

The documents tabled by the finance minister detailed the major tax expenditures including such matters as the tax free status of lottery earnings and betting which costs the government \$810 million annually.

Elsewhere the minister has also mused about the possibility of taxing RRSPs and pension contributions although in recent correspondence with chartered accountants he appears to be backing away from this approach.

The Bloc Quebecois critic

challenged the assumptions of the minister. He suggested there should be real tax reform, particularly by ensuring that the trusts created by the wealthy are taxed and that the loopholes by which Canadian corporations use offshore tax havens are closed.

He suggested \$1.6 billion be cut from defence and a further \$2 billion could be saved if the federal government vacated fields which were of provincial competence. He also suggested the government be more vigorous in collecting its bad debts.

Critics in the labour movement focused on the abandoning of the goal of job creation and the concomitant tax revenues increases in favour of a fixation on the debt. It quoted the Conference Board of Canada as saying the anticipated cuts would have a negative impact in the next year on growth and job creation.

The CLC attacked the interest rate policy of the government and of the Bank of Canada and noted that a 2 per cent cut in interest rates would allow Martin to reach his goal of debt at 3 per cent of GDP.

Preston Manning was quoted as chiding the minister for the larceny of his conversion and urging the government to eliminate the deficit completely during the life of this parliament.

CAUT believes that higher education is an investment, not a drain on the economy, and that the federal government should vigorously maintain its role in the funding of post-secondary education and research.

If it is determined to eliminate federal transfers, the government should repackaging the funds into a group of direct grants for the support of research, libraries and student aid.

Since the days of the Carter Commission, CAUT has also stood for a reformed progressive tax system. CAUT has asked to appear before the Finance Committee in mid-November and before the committee studying the Axworthy proposals at the end of the month. ■

Alberta's 'Redundancy' Policy Redundant

FROM PAGE 1

model. The faculty and boards are being asked to negotiate to an undisclosed standard by Mar. 1 or face veiled consequences.

When a similar demand was made regarding a "voluntary" five per cent compensation rollback, the threat was such that if the reduction was not arrived at by collective bargaining, it would be legislated. The minister has stated that no redundancy legislation has been drafted because he has faith that the faculties and boards will reach a satisfactory agreement.

Only two Alberta universities have no provision for laying off academic staff: Lethbridge and Alberta. At the University of Alberta, such clauses are currently under negotiation. What effect the government intervention will have on those negotiations waits to be seen. At the University of Lethbridge, in the last bargaining session, the faculty proposed a clause, but the board representatives declined to discuss it, awaiting government action.

In an earlier draft of the paper, the government said academic freedom was adequately protected by the Charter of Rights and did not need the protection of tenure in faculty agreements. CAUT, CFAA and local associations pointed out that the Charter probably provided no protection and that, in fact, universities were explicitly excluded from the Charter in at least two recent Supreme Court decisions. This response has had the effect of removing the claim from the final paper.

In spite of the minister's professed faith in collective bargaining and the claims of non-intervention, the Mar. 1 deadline and the decision to review the clauses against an undisclosed standard call into question the possibility of bargaining in good faith. On one hand it would appear that, if clauses remove "barriers" to the satisfaction of a rati-

ing board and faculty, then the government would be satisfied as well. On the other hand, if this is the plan, it is not clear why the government has imposed a deadline and announced a review process.

A similar question arises from the decision to create a mediation

"Your announcement concerning financial exigency and program redundancy suggests that you think that university collective agreements across the country are inflexible and do not permit layoffs for financial exigency or program redundancy. Virtually all collective agreements under labour law do so. It would, therefore, be appropriate for faculty and boards of governors in Alberta to negotiate similar articles in their collective agreements provided this is done fairly and reasonably. We understand that in several cases in your province it has been boards of governors who have refused to negotiate, not the faculty."

"However, we object to the apparent attempt of your government, as reported in the media, to try to dictate the results of those negotiations in advance and to imply that you will veto those you do not like. This is not free bargaining. It does not respect the autonomy of universities or their boards of governors. It appears to be a disguised form of centralized and bureaucratic control of the universities. It is this which may destroy academic freedom and the reputation of Alberta's universities in the international community. We hope that you will reconsider this approach and indicate to the universities that you will, in fact, respect their autonomy in this matter."

CAUT President Joyce Lorimer responds to the Premier of Alberta October 25, 1994

panel to settle disagreements regarding inter-institutional transfers for student credit. At the present time a panel of administrators from universities, colleges and technical institutes advises the minister and provides a forum for negotiating policies on student transfer.

The paper calls for the establishment of a mediation board which will have more power by holding public hearings. The public nature of the board is a major change in strengthening the government appointed committee and its authority over the universities.

The government also created a new credential in allowing colleges to compete for a "demonstration" applied degree program. Certain institutions will be selected to offer six semesters of formal instruction with at least two semesters of formal accredited work experience for the degree. This creates, for the first time, degree-granting public colleges in the province. This move is seen by many as an attempt to redirect anticipated post-secondary enrolment increases.

Tuition will be allowed to rise, at no more than \$215 per year, to a cap of 30 per cent of net operating costs by the end of the decade. This increase could result in as much as a 50 per cent increase at some universities.

The government's announced goal of increased access to PSE seems to come at odds with the higher tuition policy. The minister, Jack Ady, is on public record as opposing the Axworthy proposals for changing transfer payment structures because he believes it will unnecessarily burden students with excessive indebtedness.

The overall direction of the paper continues to be governed by a free market model of public education. The future direction of adult learning in Alberta lies toward what the government sees as its economic horizons. ■

(James Marino is President of the Confederation of Alberta Faculty Associations.)

Government Should Put Its Money Where Its Mouth Is

BY JOYCE LORIMER

THE NATIONAL CONFERENCE of the federal government's Science and Technology Review was held in Ottawa on Oct. 12. The one-day meeting concluded the process kicked off on June 28, when the federal government invited citizens to provide advice on how federal investment in science and technology can best be applied to support the needs of Canadian society.

Looking back over the three-month process one has the impression that the government bit off more than it was prepared to chew. The structure of local workshops and regional consultations was impressive on paper but rushed and makeshift in practice.

The national conference was crammed into one day when the regional consultations lasted for two. One wonders why the federal government went to the trouble of gathering together such an impressive body of experts and then gave itself so little time to listen to them.

The delegates invited to the national conference were asked to give their considered reaction to the proposals collected from the local and regional consultations. These proposals had been sorted under the three categories of needs, principles and outcomes, and broken down into 15 different workshop topics.

The Minister of Industry and the Secretary of State for Science and Technology set the parameters for the day's discussions by reminding delegates that the government wanted to know how to spend its science and technology dollar more wisely, in order to foster innovation and facilitate an improved entrepreneurial climate.

While recognizing that research in science and technology is the essential underpinning of social and economic development it was clear John Manley still hoped to find support in the assembly to shift the focus of the government's investments away from university-driven 'basic' research towards the development of technology and its commercial application in the private sector. There was no such support forthcoming.

His audience was well aware that the Clinton administration — whatever the federal government's background pamphlet *Building a Federal Science and Technology Strategy* might say to the contrary — had taken precisely the opposite tack, linking enhanced investment in basic research and university infrastructure to the survival of the United States as a major industrial power.

In effect, the strategic objectives of the entire review process were misconceived from the very beginning.

"Liberals believe that university-based research is of fundamental importance to the development of an innovative economy and that sustaining R&D initiatives and ensuring an adequate supply of scientists and technicians requires relatively long-term and stable investments."

"A Liberal government will continue to support the vital role that universities play in developing an innovative Canadian economy and we will work with universities and the private sector to increase Canada's investment in research and provide stable funding for the Granting Councils."

Liberal Party Answer to CAUT in 1993 election

Admonished by the keynote speaker that "whining" would not be tolerated, and buoyed up by the news that yet another Canadian academic scientist, Dr. Brockhouse of McMaster University, had just won a Nobel prize, the conference delegates set out to tell the federal government precisely what it must do, if Canada is to generate the sustainable wealth and employment which will provide a decent quality of life for all of its citizens in the next century.

Delegates pointed out that if, as the conference handouts acknowledged, "knowledge is becoming the most important factor contributing to the health of the economy," the government must be prepared to sustain research, education and training systems which encourage innovation and translate it into globally competi-

tive entrepreneurship. Such innovation and entrepreneurship must be environmentally sound, reflect different regional needs and strengths and the diversity of the Canadian social fabric.

Any notion that there was a dichotomy between 'basic' and 'applied' research was roundly rejected. As various speakers pointed out basic research in science, engineering and technology, and its application and translation into commercial enterprise, is part of an indivisible continuum. Starving basic research by underfunding would only ensure that technological application and commercialization withered on the vine.

Others made clear that it is equally important to support research and education in the social sciences and humanities so as to ensure that scientific advances remain firmly grounded in prevailing ethical and social structures.

The federal government was advised that if it wanted to spend its science and technology dollar more wisely it should provide strong, stable, long-term funding for research through the existing granting councils. There was strong support for enhancing the tri-council structure and for strengthening its interface with the private sector through a formalized relationship with the IRAP.

There was also a demand that private industry and government research projects should have to meet the same standards of rigorous peer review as now prevailed in academe.

The most strongly worded, and probably the most unpalatable, advice given to the federal government auditors was that they must nourish the university system if they are serious about the need to build a knowledge-based economy. Delegates argued that if, as the Axworthy proposals suggest, the federal government intends to phase out the cash component of Established Programs Financing transfers to the provinces, then it must re-direct and target some of that money to support research and the university infrastructure.

What the federal government found out from the whole elaborate science and technology review exercise was that it must in fact put its money where its mouth is. To quote its own words, "if Canada is to reach its potential in the face of growing public debt, increased competition from free trade and an accelerated pace of innovation worldwide, it has no choice but to support research and to develop, apply and exploit new technologies to foster a vigorous and innovative economy."

The delegates to the national conference took the government at its word. They told it unequivocally that it must not only maintain,

but improve, its investment in the granting councils and the university and college system which provide the research, education and training

critical to social and economic development. It is doubtful if that is what the minister of finance wanted to hear. ■

1994 Nobel Prize in Physics



BERTRAM BROCKHOUSE, 76-year-old eminent physicist and retired McMaster University professor is the second Canadian in as many years to win a Nobel Prize.

Professor Brockhouse shares the \$1.4 million prize with physicist Clifford Shull of the Massachusetts Institute of Technology.

The prize goes to both men for their research experiments involving neutron scattering conducted in the late 1940s and 1950s at Chalk River, a federal research establishment northwest of Ottawa, and the site of the first research nuclear reactor outside of the U.S.

"Although many physicists have contributed to the development of thermal neutron scattering, two stand out as having made singular contributions which provide the essential foundations of this field," said nominators Jerome Friedman and Robert Bigeneau in their recommendation of Profs. Shull and Brockhouse.

"The Nobel Prize is a great honor for Mr. Brockhouse. It is an honor he shares with the Chalk River research facility, because science is inherently a collective effort. The Nobel Prize underlines the international significance of basic research conducted in Canada. That is something for the Chrétien cabinet to ponder as it reassesses budget priorities," *The Gazette*, Montreal, October 16, 1994.

Professor Brockhouse taught in the Department of Physics at McMaster from 1962 until his retirement in 1984. He was chairman of the department from 1967 to 1970.

At McMaster he took an active part in teaching, and was able to communicate his enthusiasm for physics to undergraduate and graduate students alike. He was influential in building up the Department, and won the respect and admiration of colleagues throughout the University.

Professor Brockhouse is an Officer of the Order of Canada, a Fellow of the Royal Societies of Canada and London, and a Foreign

"The award of the Nobel Prize in Physics to Professor Bertram Brockhouse is, of course, a matter of great pride for the McMaster community. It is also a reaffirmation of the strength of science in Canada."

"In the course of the various speeches and briefings that followed this event, it became clear that Professor Brockhouse's contributions are considerably more extensive than those which were recognized by this award. He has inspired and trained a core of world-class scientists who continue to make major contributions in several areas of physics."

"It is ironic that this recognition of Dr. Brockhouse's research achievements has occurred shortly after the Ontario Council of University Affairs has released a Discussion Paper that suggests that teaching and research are separable components of the mission of the University."

"Federal and provincial governments are now reevaluating the structure of university funding. It is hoped that this award to Dr. Brockhouse will remind the participants in these discussions that research is a crucial activity in a university."

*Lorraine Allan, President
McMaster University
Faculty Association*

Member of the Royal Swedish Academy of Sciences. He has received honorary D.Sc. degrees from the University of Waterloo and McMaster University. ■

RECENT ACADEMIC NOBEL LAUREATES IN CANADA

1993 CHEMISTRY
Michael Smith, U.B.C.

1986 CHEMISTRY
John Polanyi, U. of T.



Jon Gerrard & John Manley

CAUT Announces New Group Member Services Program

WITH THE GOAL OF simplifying the way in which various CAUT group services are delivered to members, CAUT has recently completed negotiations with Prestige Financial Services of Ottawa to act as its group services administrator for

many of its member programs. The goal is to eventually have all of CAUT group services directed through a single third-party agency.

Initially, Prestige Financial will offer the following services to CAUT members:

- Group Financial Services including personal banking services at preferred rates through the Toronto-Dominion Bank. Members may be able to save about 20% from regular bank service charges on a selection of TD services.

- Mortgage Financing Services offering reductions on residential mortgages of 1/2% off the posted one — five year TD Bank rate

- Personal loans at discounted rates — RSP loans at TD Prime rate, car loans, home renovation loans, computer loans as low as TD Prime rate and personal lines of credit through TD SELECT LINE at preferred rates

- Investment services including a guaranteed interest rate bonus of 1/4% above TD's published rates for GIC's and Fixed Term RRSP's as well as access to direct trading through TD's Green Line Investor

- Financial planning services including retirement counselling, will and estate planning and investment management

- Group Home Insurance through Canadian Surety Company including several value added benefits such as a legal information hotline, home assistance (housekeeper, childcare etc.) and business property coverage

- Group Auto Insurance through Canadian Surety Company including emergency roadside assistance and damage liability for rental vehicles at no additional cost

- Out of province travel insurance through John Ingle Insurance Co.

- Discounted car rental rates through Budget Rent A Car of Canada

CAUT and Prestige are committed to adding and enhancing the services and programs available to CAUT members. Announcements of new programs will be published in the *Bulletin* during the months to come.

Further information on any or all of the above services, without any obligation, can be obtained by completing the member profile form (inserted in this issue of the *Bulletin*) and faxing it to Prestige at 1-800-337-1353 (723-4642 in Ottawa). You can also reach Prestige by phone at 1-800-337-1352 (723-4334 in Ottawa) if your *Bulletin* did not include a form. ■

MEMBER PROFILE SHEET

The registration form included in this issue of the *Bulletin* will be used by Prestige Financial Services to create a computer database. This information will be kept strictly confidential to Prestige Financial and the TD Bank and used in the following ways:

1. Prestige will create a member profile database to ensure that all appropriate benefits are offered on an individual basis to each CAUT member.
2. Prestige will call or send information to CAUT members who have indicated an interest in all or any of the available group services.
3. Prestige will automatically contact CAUT members for insurance and mortgage renewals 30 to 90 days prior to the renewal date to offer the appropriate benefit.
4. Prestige will transmit the member profile to the TD Bank for entry into its computer database. Members interested in availing themselves of the TD client benefits should contact Prestige to set up an appointment at the most conveniently located TD branch.
5. Prestige will contact Budget Rent A Car on behalf of members interested in benefiting from the discount program. Budget will send members a complete package including a rapid card application form.

Save Thousands On Your Mortgage Payments!

CAUT, IN PARTNERSHIP with Prestige Financial Services of Ottawa, has created a new member service program that will save CAUT members thousands of dollars over the term of a mortgage. The mortgage program is an integral part of the new CAUT Group Services Program being announced this month.

Prestige Financial Services will offer to CAUT members, and employees of member associations, a minimum of a 1/2% discount off the published Toronto Dominion Bank mortgage rates for fixed terms from 1 to 5 years (on approved credit). At no cost to the member, the program includes mortgages applying to initial purchases, refinances, as well as switches from another lender.

Although the plan will guarantee a 1/2% discount on mortgages, Prestige Financial may offer even better rates, depending on what is available at the time. For instance,

in mid-October, the 5-year mortgage rate posted by the Toronto Dominion Bank was 9.90%. However, Prestige Financial was able to offer a rate as low as 9.25% for five years, a significant saving.

Even when using the minimum reduction of 1/2%, CAUT members stand to save thousands of dollars on mortgage payments. For instance, on a mortgage of \$150,000 over five years, a member's payments would be reduced by \$50 per month. Over the five year term, the approximate total savings in interest would be \$4,300. Comparatively, on a \$100,000 mortgage, members could save \$2,863 in interest costs and \$1,431 on a \$50,000 mortgage.

Don't miss out on this extraordinary benefit of membership. Fill in your member profile, inserted in this issue of the *Bulletin*, and fax back (toll-free) to Prestige Financial today! ■

Special Car Rental Rates for Members

PRESTIGE FINANCIAL has arranged special rates for CAUT members renting cars through Budget Rent A Car. The rates being offered below include unlimited kilometres.

CANADIAN RATES	
Classification	Daily Rate
Economy	\$36.00
Compact	\$36.00
Intermediate	\$37.00
Full Size	\$39.00

For more information on how to benefit from these discounted rates, please complete the member profile form inserted in this issue of the *Bulletin* and fax to Prestige Financial at 1-800-337-1353. Upon receipt, Budget will forward an application for its RAPID ACTION CARD which will include all necessary information required for rental and greatly speed up the time spent at the rental counter. ■

What About Other Group Services?

LIFE, ACCIDENT AND PROFESSIONAL PROPERTY insurance coverage will continue to be offered to CAUT members through Kanatia Consulting & Administration Inc.

As well, the National Bank Financial Services Program, including the CAUT Mastercard, is still available to members directly from the National Bank of Canada. ■

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Call for details or Fax Registration Form enclosed in this month's CAUT Bulletin.

La GRC avait infiltré plusieurs groupes du N.-B. dans les années 1960 et 1970

PRESSE CANADIENNE
MONCTON

CRAINANT QUE LE radicalisme québécois ne s'étende, la GRC a infiltré de nombreux groupes au Nouveau-Brunswick dans les années 1960 et 1970, révèlent des documents qui viennent d'être rendus publics.

Des agences sociales subventionnées par le gouvernement, des professeurs étrangers travaillant au Canada, des immigrants, des organisations acadiennes et même des monarchistes sont passés sous le microscope du service de renseignement de la Gendarmerie royale du Canada sur une période de 15 ans à partir de 1968.

«Les activistes révolutionnaires québécois peuvent être tentés de profiter de la situation», écrivait le chef du service de la sécurité, M. John Starnes, dans une lettre adressée au Solliciteur général, M. Jean-Pierre Goyer, en 1972.

«Les problèmes sont faits sur mesure pour les éléments révolutionnaires, habiles qu'ils sont à utiliser les questions de nationalisme et de libertés civiles pour semer le trouble. Il ne serait pas surprenant que les révolutionnaires québécois étendent leurs activités au Nouveau-Brunswick.»

Selon des documents obtenus par le *Moncton Times-Transcript* en vertu de la Loi d'accès à l'information, la GRC aurait aussi largement utilisé les médias pour amasser ses informations.

La GRC était, par ailleurs, fort critique à l'égard de la Société Radio-Canada, accusant notamment ses reporters de la télévision en poste à Moncton de répandre le mécontentement qui s'exprimait

dans cette université au cours de ces décennies tumultueuses.

À cette époque, les étudiants multipliaient les manifestations en faveur de l'égalité linguistique et d'un meilleur régime de prêts et bourses.

La portée des renseignements recueillis sur les leaders étudiants de l'époque, dont plusieurs font maintenant partie de l'élite acadienne, laisse croire que les groupements étudiants et même les salles de classes étaient infiltrés par des membres de la GRC.

Les documents révèlent aussi que certains membres de l'administration universitaire de même que certains professeurs ont donné des renseignements sur des étudiants à la GRC; des lettres contenant de tels renseignements et portant l'enfête de l'université ont été adressées à la police.

Les documents laissent croire que la GRC était d'avis que les leaders étudiants étaient des activistes acadiens radicaux qui flirtaient et parfois embrassaient la violence. ■

(Reproduit avec la permission de la Presse Canadienne, La Presse du 9 octobre, 1994.)

CMEC Moves Forward with National Agenda

BY KERRY BADGLEY

FOLLOWING A TWO-DAY meeting in Charlottetown of provincial and territorial education ministers, which concluded on Sept. 27, the Council of Ministers of Education announced a major development with particular relevance to the university community.

The CMEC promised to move forward on removing barriers to post-secondary education. The ministers expect that by the end of 1996 pan-Canadian recognition of university undergraduate credits will have been achieved. It is anticipated that in Quebec, CEGEP credits will also be transferrable by that time.

"Our intention is to have Canadian post-secondary institutions implement measures for the recognition of credit transfer for the first two years of undergraduate study by September 1995, and we will work closely with them in reaching that goal. We will begin discussions immediately in our respective provinces and territories, and nationally to ensure that students who earn credits at one university or CEGEP will have those credits recognized across Canada," said B.C. Education Minister Art Charbonneau, who chaired the CMEC meeting.

In addition, Charbonneau stated that the ministers have asked their officials to report to the CMEC by February 1995 regarding the feasibility and timing of

implementing credit transfer between colleges, and between colleges and universities. He noted that many post-secondary institutions are already well-advanced in credit transfer. A working group has been established to compile data and prepare the report.

There are some, however, who maintain that the CMEC's goals in this area are unrealistic. A spokesperson for the Association of Universities and Colleges of Canada, quoted in the *Globe and Mail*, claimed that the ministers' timetable was not feasible owing to the complexities that would be encountered with institutions in different provinces attempting to identify the value of one another's course credits.

The CMEC also agreed to issue regular reports on education, the first of which is slated to appear in late 1995. According to Charbonneau, "Canadians want reliable information on how well their education systems are performing." Ontario Education Minister David Cooke said the reports would "lead us in the direction of a more national approach to education."

The aim of regular reports on education will be to demonstrate the strengths and weaknesses in the school system so that strategies can be devised either to improve weak areas or to maintain strong ones. Charbonneau also pointed out that the provincial premiers expressed support for such reports at their

meeting in August.

The ministers also announced that they will continue their work on increasing interprovincial collaboration on curriculum, distance education, and pan-Canadian indicators of education performance. Another priority area for the CMEC will be facilitating the dissemination of the results of education research.

During the Charlottetown meetings the ministers also discussed the federal government's social program review. In particular, ministers were deeply concerned about proposed policies — such as the elimination of EPF transfers — that would impede student accessibility or significantly reduce federal support of post-secondary education. The ministers emphasized the urgency for the federal government to proceed with meaningful federal/provincial/territorial negotiations and joint decision-making before formulating policy.

The ministers also unanimously agreed to hold national consultations every two years. Regional or provincial meetings may also be staged.

The second national consultation will take place in 1996. The themes and goals of this meeting are being determined at present and will be announced in late winter or early spring of the new year. ■

(Kerry Badgley is a doctoral student in the history department at Carleton University.)

Mr. Klein take note...

Supreme Court of Canada on Tenure

WHEN THE SUPREME Court ruled in 1990 that the Charter of Rights did not apply to universities, it underlined the connection between academic freedom and tenure in endorsing an earlier statement of the Ontario Court of Appeal: "The policy of

tenure in university faculties is fundamental to the preservation of academic freedom. Once tenure is granted it provides a truly free and innovative learning and research environment.

"Faculty members can take unpopular positions without fear

of loss of employment."

The Supreme Court itself stated: "Tenure provides the necessary academic freedom to allow free and fearless search for knowledge and the propagation of ideas..."

Faculty members "must have a

great measure of security of employment if they are to have the freedom necessary to the maintenance of academic excellence which is or should be the hallmark of a university." It also said that tenure "undergirds the specific and necessary ambience of university life." ■

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☐ Less than 3 years ago ☐ 3+ years ago
☐ Never abroad

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SWC Conference Considers Inclusive University

THE CAUT STATUS OF Women Committee 1994 annual conference attracted the largest number of participants to date but because of a major dental invasion in Vancouver, CAUT had to close its registration desk after squeezing in 145 delegates from 49 institutions across the country.

"Implementing the Inclusive University" was the culmination of three years of conferences devoted to exploring the notion of the inclusive university, developing definitions, examining visions and strategies, and, finally, looking at ways to bring about an institution which meets the needs of all members of the community.

The conference — from Sept. 29 through Oct. 1 — focused on three major aspects of implementing the inclusive university: employment equity, educational equity and academic freedom.

The workshop on employment equity strategies explored the structure of employment equity legislation and employment equity programs within all levels of the university. Led by Janice Drakich (CAUT SWC/Windsor), Penni Stewart (York) and Pam Milne (former chair OCUFA SWC/Windsor) participants discussed aspects of advertising to encourage diversity of applicants for academic positions, and examined some of the approaches for reading applications, cvs and letters of reference.

The workshop on educational equity involved an overview of the general concepts and myths surrounding educational equity, and

some strategies for achieving an equitable classroom. A panel, composed of Yvonne Brown, Mackie Chase, Fereshteh Grenier and Mary Bryson, all of UBC, examined personal and institutional models for achieving educational equity, aspects of ethnic and cultural difference and perceived learning difficulty, and alternative pedagogies which focus on issues of sexism as barriers to educational equity.

INCLUSIVE



UNIVERSITY

Louise Pohl (LearningWorks, Vancouver) led participants through various aspects of the Popular Education Model.

Jennifer Bankier (CAUT SWC/Dalhousie) led the workshop on academic freedom which began with an exploration of the framework model of the inclusive university which was proposed in the 1994 Status of Women insert in the CAUT Bulletin. With Rhonda Love (Toronto), session participants examined the duty a faculty association may have of representing complainant/respondent members in human rights complaints, including complaints of sexual harassment.

Workshop participants went

on to examine how the media works and reacts when issues of academic freedom and free speech and harassment hit the fan. Shari Graydon of MediaWatch (Vancouver) led this aspect of the workshop.

The session ended with a presentation by Connie Backhouse (Western) on surviving the backlash that tends to occur when academics attempt to bring diverse viewpoints into the classroom.

Based on comments and suggestions from Winnipeg conference participants that they wanted to learn more about the workings CAUT, Karen Grant (CAUT SWC) coordinated an opening plenary called "Getting to Know You." The panel was composed of Joyce Lorimer (President CAUT), Rosalind Riseborough (Director Member Services CAUT), Dayna Daniels (Chair CAUT SWC), Jim Miller and Joan Sherwood (CAUT AF&T), Margot Schenk (Chair CAUT Librarians) and Helen Breslaue (OCUFA) as a provincial association representative.

The closing plenary offered faculty association presidents the opportunity to discuss their position of the role of the faculty association in implementing the inclusive university. Clare Porac (Victoria), Margoreta Dubiel (Simon Fraser), Tony Sheppard (UBC), Helen Holmes (Calgary) and Ehor Boyahowsky (CUFA-BC) presented visions that represented a vast range of ideas and showed a diversity of opinion that reflected those of the conference

participants.

Two highlights of the conference were the closing address and the Sarah Shorten luncheon. Connie Backhouse did an excellent wrap-up of the conference at the beginning of the closing session. She encapsulated the need for the inclusive university and the barriers that continue to block its reality. The Status of Women Committee was pleased to recognize and honour the work of

Mary Lou Dietz (Windsor), recipient of the 1994 Sarah Shorten Award.

The 1995 conference will be held next fall in Windsor. The overall themes of the conference will deal with coalition building among all women in the university community and an equity culture. ■

(Report prepared by Rosalind Riseborough, Secretary, CAUT Status of Women Committee, and Dayna Daniels, Chair CAUT SWC)

1995 Sarah Shorten AWARD

Request for Nominations

The CAUT Status of Women Committee requests nominations for the 1995 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award.

Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support.

Please indicate your willingness to release your letter to the 1995 recipient of the award.

The criteria used by the Committee

for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

Nomination deadline:

The nomination deadline for the 1995 Sarah Shorten Award is January 31, 1995, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to:

CAUT Status of Women Committee
c/o Rosalind Riseborough
Canadian Association of University Teachers
2675 Queensview Drive
Ottawa, ON K2B 8K2



CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

IT'S COMING...

GRIEVANCE/ ARBITRATION WORKSHOP

Friday Evening, February 10 to
Sunday Noon, February 12, 1995
Westin Harbour Castle,
TORONTO

The conference will deal with current grievance and arbitration issues of importance to faculty associations.

WHO SHOULD ATTEND?

This conference presents an opportunity for grievance officers from faculty associations to get together to share information and ideas, and to learn about and debate the current topics and concerns in grievance and arbitration on university campuses. Interested members of faculty associations are also welcome to attend.



For further information and registration, contact Nancy Gordon or Kevin Banks at 613-820-2270

À VENIR...

ATELIER SUR LES GRIEFS ET L'ARBITRAGE

du vendredi soir 10 février au
dimanche midi 12 février 1995
Westin Harbour Castle,
TORONTO

L'atelier traitera de questions actuelles relatives au règlement des griefs et à l'arbitrage qui sont importantes pour les associations de professeurs.

S'ADRESSE À QUI?

La conférence offre aux agents de grief des associations de professeurs l'occasion de partager des renseignements et des idées, de s'informer sur les sujets et les préoccupations de l'heure en matière de grief et d'arbitrage dans les universités et d'en discuter. La conférence s'adresse également aux membres intéressés des associations de professeurs.



Pour obtenir des informations ou pour vous inscrire, téléphoner à Nancy Gordon ou à Kevin Banks au 613-820-2270

PEN Canada versus Customs Seizures

WITH A POSTCARD bearing the image of a book caught in the jaws of a leghold trap, PEN Canada has launched a write-in campaign to protest border seizures of books and periodicals by Canada Customs.

The cards are available in both official languages (\$20.00/100) and were introduced to the public on September 25.

The drawing is a gift to PEN Canada from one of Canada's pre-

mier political cartoonists, Peter Pickersgill, aka Pic, whose work appears regularly in the *Toronto Star* and newspapers across the country.

The cards are addressed to Revenue Canada Minister David Anderson. The message reads in part: "The censorship implicit in these seizures poses a serious threat to the rights to freedom of expression and to receive information guaranteed by the Canadian Charter."

"This initiative complements

our long-standing postcard campaigns on behalf of writers in prison in other countries," said PEN Canada president Marian Borsford Fraser. "While it's tempting to think that abuses of human rights and freedom of expression happen only well beyond our own borders, many abuses are happening right at the border itself."

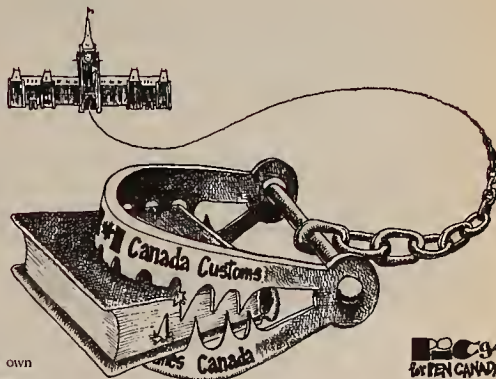
Underscoring the point, Borsford Fraser cited a report highly critical of Canada Customs policy recently published by the *Fund for Free Expression*, a New York-based human rights group which monitors censorship around the world. "The Fund... urges that Canada Customs halt the exercise of prior restraint over information and liter-

ary materials coming into the country," concludes this report.

Since 1986, upwards of 5,000 books and periodicals have been seized by Canada Customs officers. Recent seizures have included works by such noted authors as the French novelist Marguerite Duras, winner of the *Prix Goncourt*, and the American

writer Samuel R. Delany, winner of the Hugo Award for Science Fiction.

Postcards can be obtained from PEN Canada, Suite 309, 24 Ryerson Ave., Toronto, ON M5T 2P3; (416) 860-1448; fax: 860-0826, and will be available at literary events and outlets across the country. ■



PRIX Sarah-Shorten 1995

Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de candidatures pour l'attribution du prix Sarah Shorten de 1995.

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées.

Les pièces suivantes accompagnent les mises en candidature:

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui.

Prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate de 1995.

Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPPU sont les suivants:

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantage l'un ou l'autre ou tous les groupes de femmes (professeurs, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en oeuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel.
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tout ces niveaux à la fois.

Date limite:

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 1995 est le 31 janvier 1995, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature à l'adresse suivante:

Comité du statut de la femme de l'ACPPU
a/s Mme Rosalind Riseborough
Association canadienne des professeurs
et professeurs d'université
2675, promenade Queensview
Ottawa (Ontario) K2B 8K2



**ASSOCIATION CANADIENNE
DES PROFESSEURS ET
PROFESSEURS D'UNIVERSITÉ**

BY RICK MCGAW

"WHEN RIGHTS COLLIDE," a conference held at the University of New Brunswick in September, considered the conflict that occurs when different individuals or groups pursue competing rights. The conference arose out of the case of Professor Yaqzan, a professor at the university who was suspended for writing an opinion article on date rape in the student newspaper, but concentrated primarily on the more general issues that became apparent in that case.

The keynote speaker was Alan Borovoy, General Counsel, Canadian Civil Liberties Association. Borovoy's central message was that freedom of speech is a strategic freedom. That is, while freedom of speech is not an absolute, it is the condition upon which all other rights are based.

He argued that equality could not be attained in a society in which freedom of speech was not protected because then equality seekers have to depend upon those who have power to deliver equality. The gains that have been made in current society have come from the freedom to speak vigorously in the defence and promotion of rights.

For universities particularly, Borovoy identified free speech as the cornerstone of academic freedom. If dogma determines truth, then power will determine the scope of academic freedom. Borovoy was opposed to speech codes or harassment codes because they lead to a climate in which faculty will choose the safe route of

When Rights Collide Examining the Clash of Freedoms

silence on controversial issues.

He also commented on the change in student culture in which students have historically challenged the orthodoxies of society. Today the attempts by students to restrict speech seriously weaken that role.

Other speakers were Bernice Schrank, former chair of CAUT's Academic Freedom and Tenure Committee, Michael Bliss, historian, University of Toronto, and Svend Robinson, MP.

Schrank spoke on the role of academic freedom in universities. In order for the universities to fulfil their role in the community faculty must be free to discuss controversial topics and free to use controversial books. It is the process of challenging existing norms that leads to an evolution of knowledge and understanding. Harassment codes attempt to impose control on faculty and lead to "the mildew of discretion." The appropriate means of dealing with controversial topics is debate, not a ban.

Bliss focussed on the breakdown of traditional values in the 1960s, the emergence of individualism, and the consequent demands for rights. However, rights have become so broadly defined that conflict is inevitable. Individuals now claim the right to not be offended.

His prescription to resolve this problem is to make a distinction between offensive ideas and offensive behaviour. Faculty have the right to express offensive ideas but it must be done professionally. Consequently, he supported harassment codes as a guide to

professional conduct.

Robinson, while supporting free speech in principle, believed the university was correct in suspending Yaqzan. He was emphatic in his support of equality rights. He supported harassment codes because of an imbalance of power within universities. He saw codes as a vehicle to defend against the abuse of power and a source of remedy for unacceptable behaviour.

The conference also included local panellists and workshops for all participants. It was clear that a conference such as this could not begin to resolve the complex issues involved. However, as an exercise in free speech itself, it showed the value of speech in examining the many dimensions of freedom we confront in the modern university. ■

(Rick McGaw is a professor of economics at the University of New Brunswick.)

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The White Ribbon Campaign

Working with Men to End Violence Against Women

BY DAVID J. RUTHERFORD

ALTHOUGH MOST MEN are not physically violent, it is men, overwhelmingly, who abuse women and children — and it is men who must take a central role in the prevention of violence. The White Ribbon Campaign was founded at the end of 1991, by men who recognized their responsibility to speak out against men's violence towards women and children.

A focus of our work is our annual effort to encourage men and boys to wear a white ribbon (in 1994, from November 26 to December 3) in the days leading up to the anniversary of the massacre of 14 women at L'École Polytechnique in Montreal. Our objective is to stimulate reflection and discussion about the nature of men's attitudes and behaviour towards women: our friends, partners, workmates and daughters. A white ribbon is, in the words of Michael Kaufman, one of the founders of the WRC, "a visible statement by men and boys to our peers that we will not commit, condone or remain silent about

violence against women."

This year, our activities include the mass distribution of our informational brochure "What Every Man Can Do To Help End Men's Violence Against Women" and the development of an educational kit, designed to help student facilitate White Ribbon Week at their schools. Through a hands-on format, the kit invites students to explore the impact of men's violence in their lives and how they can be part of the solution.

We want to encourage men in universities, colleges, businesses and communities to take direct personal and collective action — and to speak out on an issue that has, for too long, been defined exclusively as a "women's problem."

To this end, we organize and engage in activities and events to increase public awareness of and discussion about the issues surrounding wife assault, rape, sexual harassment as well as supporting the work done by women and women's groups.

In 1994, our membership includes some 10,000 individuals as well as support from corporations, unions and community groups. The White Ribbon Campaign is unabashedly pro-woman and pro-feminist; participation is not open to men who are known to be violent towards women.

The WRC is a campaign of men, aimed at men. Our grassroots efforts have included working with policy-makers and educators; creating and distributing resource materials assisting businesses, associations, trade unions and community groups to launch educational campaigns of their own; providing speakers and hosting special events (such as an annual Father's Day Fair in Toronto, and upcoming events around Valentine's Day focusing on violence in relationships) and an effort to reach young boys through a focus on violent toys.

We would like to encourage male faculty and students to help raise awareness of the cost of men's violence; to get involved with events to mark White Ribbon Week on campus by raising funds to support local women's shelters. ■

(David J. Rutherford is a photographer and writer and a volunteer with communications material for the White Ribbon Campaign.)

WHAT EVERY MAN CAN DO TO HELP END MEN'S VIOLENCE AGAINST WOMEN

1994 WHITE RIBBON WEEK
Sat., Nov. 26 - Sat., Dec. 3

WHITE RIBBON CAMPAIGN

220 Yonge Street, Suite 104
Toronto, ON M4B 2H1
TEL: (416) 596-1513
FAX: (416) 596-8359

Battling Campus Violence

Universities Are Making Progress But More Pro-Active Strategies Are Needed

BY DAYNA DANIELS

DECEMBER 6, 1989, WAS a dark, cold and snowy night in southern Alberta. I was leading the final class session in an introductory course in women's studies. A student, who commuted from a nearby town and was late due to the weather, came into the class and informed us that a news story on the radio had reported a shooting at the École Polytechnique. She did not have a lot of details.

The report had indicated that a number of women engineering students had been gunned down in a class. There was a spontaneous moment of silence, not in grief, but in shock from the news, before the class erupted into questions about the incident. Little more would be known until later that evening when we could get to TV sets to see and hear the horrifying and paralyzing details of what would become known as the Montreal Massacre.

In the five years since this tragedy, violence has not been a stranger to many of our campuses. Beatings, date rape and other sexual assaults, alcohol related violence, and murders have continued. Fortunately, there has been a greater concern regarding violence, its causes, and some solutions with-

in the university community.

A number of campuses have made noteworthy changes in student activities. Orientations include educational sessions on date rape and the effects of alcohol on violent behaviour. Hazing-like rituals are forbidden.

DECEMBER 6, 1989

Geneviève Bergeron
Hélène Colgan
Natalie Croteau
Barbara Daignault
Anne-Marie Edward
Maud Haviernick
Barbara Marie Klueznick
Maryse Laganière
Maryse Leclair
Anne-Marie Lemay
Sonia Pelletier
Michèle Richard
Annie Saint-Arneault
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AUGUST 1992

Michael Hogben
Matthew Douglass
Aaron Jan Sabar
Phoivos Ziogas

Many universities have conducted safety audits, using the METRAC guide or similar procedures, and have upgraded lighting and signage and have put in place

emergency telephones and safety escort procedures. Campus-wide surveys and disciplinary research on campus safety and/or harassment has increased in the past year. Changes to or development of policies to deal with violent behaviour are being considered at more universities and colleges.

CAUT established a task force on harassment and violence on campus for the purpose of developing a policy in this area. Time was devoted to small group work at Council to discuss the early stages of a manual being developed by a CAUT working group dealing with campus violence and harassment.

Still, more pro-active strategies need to be taken. We must attend to signals and circumstances that could lead to disorder rather than waiting for a violent circumstance to prompt action. No one wants to support a police state on campus, but no one wants to live in fear either. Systems must be developed which find a balance.

Death ought not to be a requirement for violence to be acknowledged on our campuses. But we must also remember that violent death has found our campuses. We still mourn and must continue to work for change. ■

(Dayna Daniels is chair of CAUT's Status of Women Committee.)

Remember Dec. 6 Then Take Action...

DECEMBER 6TH IS Canada's National Day of Remembrance and Action to End Violence Against Women.

To commemorate this day, the YWCA of Canada has produced December 6th Rose Buttons with accompanying booklets.

The December 6th button, which bears a large red rose reads: "In commemoration of the 14 women killed in Montreal, December 6, 1989, and all women who have suffered from violence." Joss MacLennan is the artist of the December 6th rose.

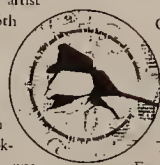
This is the third year that the YWCA is the national distributor of December 6th Rose Buttons and booklets. The project was



started in 1991 by the Federation of Women Teachers and a group of concerned women (after the December 6th, 1989, massacre of the 14 women in Montreal), who launched a major campaign in Kitchener-Waterloo. This group was called the December 6th Coalition.

ORDER YOUR BUTTON TODAY!

Bags of 100 for \$50 (prepaid plus GST and PST for Ontario residents) English or French text.



Community Action on Violence Against Women,
YWCA of Canada,
80 Gerrard St. East,
Toronto, ON M5B 1G6

Tel: (416) 593-9886
Fax: (416) 971-8084 ■

GUN CONTROL NOW!

The Coalition for Gun Control is the only national gun control organization in Canada. It was founded in 1989 in the aftermath of the shooting of 14 female engineering students at L'École Polytechnique in Montreal. The coalition is supported by more than 200 organizations and 5,000 individual Canadians like you.



The Coalition for Gun Control

P.O. Box 395, Station D,
Toronto, M6P 3J9

(416) 604-0209

Knowing your Marginal Tax Rate Vital this Year

THESE TABLES, FEATURED annually in *The Post*, show this year's marginal tax rates for salary, interest, dividends and capital gains in each province plus the two territories.

The calculations were done by John McManaman, senior manager in the national tax office of chartered accountants KPMG Peat Marwick Thorne.

Your marginal rate is the tax bite on your top slice of income. You have several marginal rates since dividends and capital gains are taxed less heavily than employment income and interest. The tables show all those rates.

Knowing your marginal rates is useful in deciding whether to work more to earn more, or whether to focus your investing on earning interest, dividends or capital gains.

"The marginal rates are a little more significant this year if you have a CNIL balance and want to use up your \$100,000 capital gains exemption," noted KPMG tax partner Paul Hickey.

The CNIL (cumulative net investment loss) rules restrict use of the capital gains exemption by those who've claimed past investment-related deductions or tax-shelter losses.

In this year's budget, Finance Minister Paul Martin killed the lifetime exemption but gave Canadians one last chance to claim it for gains in place on budget day, Feb. 22. That "crystallization," which does not require an actual sale, will occur next year when the 1994 income tax returns are filed.

If you are self-employed, one way to reduce your CNIL balance

in preparation for that is to take extra money from the corporation this year in the form of dividends.

But accelerating income like that carries a tax cost. With the marginal rates, you can see if that tradeoff is worthwhile.

Or, if your accrued gains on Feb. 22 turn out to be higher than your CNIL balance at the end of this year, you can set a crystallization amount above the CNIL level to make at least some of your gains tax-free.

But if you do that, Hickey explained, you'll have to pay full tax on the CNIL balance. To check that cost, multiply your CNIL balance by your applicable marginal rate for interest.

While there are just three federal tax brackets, there are far more marginal tax rates because of variations in provincial systems that are piggy-backed on Ottawa's take everywhere except Quebec.

We've had to show two rates for some ranges to keep the number of tax brackets manageable.

Take a British Columbia taxpayer with taxable salary income of \$58,000. The \$40,561-\$54,632 slice is taxed at 40.4 per cent. The remaining \$3,368 is taxed at 44.5 per cent.

This year's federal budget contained no tax increases. The same went for the provincial and territorial budgets, but McManaman noted that taxes will still rise for people in B.C., Ontario, New Brunswick, Nova Scotia and the Yukon.

That's because their 1993 budgets contained measures boosting the tax take this year.

"The provinces are busy patting themselves on the back for

holding the line on taxes but several already had increases for '94 built in," Hickey added.

"Given that fact, their 'no new taxes' statements are a little hard to take. Hopefully, at least, their tax rates won't go up as much in the future as they have in recent years."

Only two provinces have cut taxes. Nova Scotia granted a modest tax cut for families with net income below \$15,000. Quebec granted a two per cent reduction on provincial tax for those earning less than \$60,000.

Curiously, Quebec's 1994 marginal rates are up from last year's even though the two per cent reduction means most people will pay a bit less. That's due to how the reduction works and the marginal rates are calculated, explained Hickey and McManaman.

The reduction is really a surtax in reverse. Those at the bottom tax level, with income of about \$8,000, get the full \$200 credit. As income goes up, the value of the reduction goes down. That means each jump in income carries a two-part hit: the normal escalating tax rate plus loss of part of the reduction.

McManaman said the reduction is about \$63 for someone with \$40,000 of taxable income. At \$41,000 the reduction falls to about \$59. So that additional \$1,000 carries a \$4 tax cost on top of the normal rate.

The brackets shown are for taxable — not gross — income. Taxable income is found on page two of the T1 return after RRSP contributions and other deductions. If you have deductions, factor them in before using the table.

The basic personal non-refundable tax credit was taken into account. Credits for Canada/Quebec Pension Plan contributions and unemployment insurance premiums were claimed only in regard to salary income. That's why tax rates for salary and interest differ in some cases.

No other credits were claimed. Nor do the tables reflect the Old Age Security clawback or the new means test for the age credit.

Calculations for interest, dividends and capital gains assume you also have a base salary. For the appropriate rate:

- Determine the taxable amount. Gross up dividends actually received by an additional 25 per cent. For \$1,000 in dividends, the taxable amount would be \$1,250.

- For capital gains, the inclusion rate is 75 per cent. For a \$1,000 gain, the taxable amount is \$750.

- Add the taxable investment income to your taxable salary and locate your tax bracket.

If you have \$63,000 in taxable salary plus \$2,000 in actual dividends (\$2,500 taxable) and \$10,000 in capital gains (\$7,500

Combined federal-provincial marginal tax rates (%)

1994 Taxable income	\$6,750 - 29,590	\$29,591 - 34,400	\$34,401 - 40,560	\$40,561 - 59,180	\$59,181 - 63,396	\$63,397 and over
British Columbia						
Salary	24.9	38.9	39.6	40.4/44.5	49.7	51.1/54.2
Interest	26.4	40.4	40.4	40.4/44.5	49.7	51.1/54.2
Dividends	7.1	24.6	24.6	24.6/27.1	33.5	34.5/36.6
Capital gains	19.8	30.3	30.3	30.3/33.4	37.3	38.3/40.6
Alberta						
Salary	24.3	37.7	38.3	39.1/40.1	44.6	46.1
Interest	25.8	39.1	39.1	39.1/40.1	44.6	46.1
Dividends	7.4	24.1	24.1	24.1/24.7	30.4	31.4
Capital gains	19.3	29.3	29.3	29.3/30.0	33.5	34.6
Saskatchewan						
Salary	27.5	41.8	42.5/44.7	45.5	50.5	52.0
Interest	29.1	43.3	43.3/45.5	45.5	50.5	52.0
Dividends	10.0	27.8	27.8/29.3	29.3	35.5	36.5
Capital gains	21.8	32.5	32.5/34.2	34.2	37.9	39.0
Manitoba						
Salary	26.9	40.8/42.8	43.5	44.3	49.0	50.4
Interest	28.4	42.3/44.3	44.3	44.3	49.0	50.4
Dividends	9.6	27.0/29.5	29.5	29.5	35.4	36.3
Capital gains	21.3	31.7/33.2	33.2	33.2	36.7	37.8
Ontario						
Salary	25.8	40.3	41.0	41.9/41.9	50.1	51.5/53.2
Interest	27.4	41.9	41.9	41.9/44.9	50.1	51.5/53.2
Dividends	7.4	25.5	25.5	25.5/27.3	33.8	34.8/35.9
Capital gains	20.5	31.4	31.4	31.4/33.7	37.5	38.6/39.9
New Brunswick						
Salary	26.8	41.8	42.6	43.4	48.4	49.9/51.4
Interest	28.4	43.4	43.4	43.4	48.4	49.9/51.4
Dividends	7.7	26.4	26.4	26.4	32.7	33.7/34.7
Capital gains	21.3	32.6	32.6	32.6	36.3	37.4/38.5
Nova Scotia						
Salary	26.1	40.7	41.4	42.3	47.1	48.6/50.3
Interest	27.6	42.3	42.3	42.3	47.1	48.6/50.3
Dividends	7.5	25.7	25.7	25.7	31.2/34.2	35.1/36.3
Capital gains	20.7	31.7	31.7	31.7	35.3/37.9	39.0/40.3
Prince Edward Island						
Salary	26.1	40.7	41.4	42.3	47.1	48.6/50.3
Interest	27.6	42.3	42.3	42.3	47.1	48.6/50.3
Dividends	7.5	25.7	25.7	25.7	31.2	32.8/34.0
Capital gains	20.7	31.7	31.7	31.7	35.3	36.4/37.7
Newfoundland						
Salary	27.6	43.1	43.8	44.7	49.9	51.3
Interest	29.2	44.7	44.7	44.7	49.9	51.3
Dividends	7.9	27.2	27.2	27.2	33.7	34.7
Capital gains	21.9	33.5	33.5	33.5	37.4	38.5
Yukon						
Salary	24.5	38.3	39.0	39.8	44.4/45.1	46.6
Interest	26.0	39.8	39.8	39.8	44.4/45.1	46.6
Dividends	7.0	24.2	24.2	24.2	31.0/30.5	31.4
Capital gains	19.5	29.8	29.8	29.8	33.3/33.8	34.9
Northwest Territories						
Salary	23.7	37.1	37.7	38.5	42.9	44.4
Interest	25.2	38.5	38.5	38.5	42.9	44.4
Dividends	6.8	23.4	23.4	23.4	29.0	30.0
Capital gains	18.9	28.9	28.9	28.9	32.2	33.3

¹ The threshold for Manitoba's secondary rates is \$30,000.

² The threshold for Saskatchewan's secondary rates is \$40,369.

³ The thresholds for secondary rates in this bracket are: British Columbia — \$54,632; Alberta — \$45,390; Ontario — \$52,278.

⁴ The thresholds for secondary rates in this bracket are: Nova Scotia — \$60,859; Yukon — \$61,674.

⁵ The thresholds for secondary rates in this bracket are: British Columbia — \$79,040; Ontario — \$67,854; New Brunswick — \$93,029; Nova Scotia — \$81,138; P.E.I. — \$92,734.

Source: KPMG Peat Marwick Thorne

Combined federal-Quebec marginal tax rates (%)

On Salary	On Investment Income	On Salary	On Investment Income	On Salary	On Investment Income
Taxable Income	Rate	Taxable Income	Rate	Taxable Income	Rate
\$6,750 - 8,780	13.9	\$6,459 - 8,389	14.7	4.0	11.0
\$8,781 - 14,000	32.1	\$8,350 - 14,000	34.1	16.9	25.6
\$14,001 - 23,000	34.1	\$14,001 - 23,000	36.1	19.4	27.1
\$23,001 - 29,590	36.2	\$23,001 - 29,590	38.2	22.0	28.6
\$29,591 - 32,975	44.0	\$29,591 - 32,975	46.0	31.7	34.5
\$32,976 - 40,560	45.1/46.0	\$32,976 - 40,560	47.1	32.6	35.3
\$40,561 - 50,000	47.1	\$40,561 - 50,000	48.2	34.0	36.2
\$50,001 - 54,333	48.2	\$50,001 - 54,333	48.9	34.5	36.7
\$54,334 - 59,180	48.9	\$54,334 - 59,180	51.5	37.7	38.6
\$59,181 - 63,400	51.5	\$59,181 - 63,400	52.9	38.7	39.7
\$63,401 and over	52.9	\$63,401 and over	52.9	38.7	39.7

¹ The threshold for the secondary rate is \$34,400, the point at which a maximum QPP contribution is made.

² Marginal rates for dividends use Quebec dividend tax credit rate of 8.87% of taxable dividend (13.06% of actual dividend).

Source: KPMG Peat Marwick Thorne

taxable) use the \$73,000 bracket.

- Read down to your province.

If it's Alberta, for example, the marginal rates would be 46.1 per cent for salary and interest, 31.4 per cent for dividends and 34.6 per cent for capital gains. Check the footnotes to see where secondary marginal rates kick in.

- The appropriate rate for

capital gains is applied to the entire gain, not just the taxable portion. Similarly, the appropriate rate for dividends is applied to the actual amount of dividend. Marginal rates for net rental income would be the same as for interest. ■

(Reprinted with permission from the June 25, 1994 issue of *The Financial Post*.)

Academic Council on the United Nations System



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The Academic Council on the United Nations System (ACUNS) is pleased to announce a competitive program for two dissertation awards (\$10,000 each) and two pre-dissertation-level awards (\$2,500 each) for social scientists or the equivalent for legal

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CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT Standing Committees: Academic Freedom and Tenure — one vacancy; Collective Bargaining and Economic Benefits — two vacancies; Librarians — Person Chairing, two vacancies; and Status of Women Committee — Person Chairing, three vacancies. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April, 1995.

DESCRIPTION OF POSITIONS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

COMMITTEE MEMBERS

Academic Freedom and Tenure Committee

Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the

Committee between meetings including fact-finding missions, drafting of documents, and other related duties. Nominees for the Person Chairing normally must have served at least one year on the Committee.

Collective Bargaining and Economic Benefits Committee

Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Elected members shall normally serve for three year terms, with the possibility of one renewal, and should be able to commit time in between meetings (four times per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

Librarians' Committee

Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the

work of the Committee between meetings (four times per year) including the Status of Women Conference planning (held once a year), annual *Bulletin* insert, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Person Chairing the Librarians' Committee is one year and for the Person Chairing the Status of Women Committee is two years. The term of office for members of CAUT Standing Committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:

Professor Mark Sandilands
Person Chairing, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and.
- For nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: January 7, 1995
- Collective Bargaining and Economic Benefits Committee: January 7, 1995
- Librarians' Committee: January 7, 1995
- Status of Women Committee: January 7, 1995
- All other nominations: March 31, 1995 if possible



APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: la présidence, la vice-présidence, et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU: un poste au Comité de la liberté universitaire et de la permanence de l'emploi, deux postes au Comité de la négociation collective et des avantages économiques, deux postes à celui des bibliothécaires dont celui de la présidence, et trois postes au Comité du statut de la femme dont celui de la présidence. Les membres affiliés individuellement et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en avril 1995.

DESCRIPTION DES POSTES

La présidence: La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence: La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

LES MEMBRES DES COMITÉS

Le Comité de la liberté universitaire et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions et à participer, notamment, à des missions d'enquête,

à la rédaction de documents et à d'autres tâches connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

Le Comité de la négociation collective et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Les membres élus siègent normalement trois ans au comité et leur mandat peut être renouvelé une fois. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions, qui ont lieu quatre fois par année, notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

Le Comité des bibliothécaires

Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions, qui ont lieu trois fois par année, notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme

Les candidats à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions, qui ont lieu quatre fois par année, et à l'organisation de la conférence

annuelle du statut de la femme, au supplément annuel du *Bulletin*, à la rédaction de documents et à d'autres tâches connexes.

MANDAT

Le mandat de la présidence ou de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence du Comité des bibliothécaires est d'un an et de deux ans au Comité du Statut de la femme. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à:

M. Mark Sandilands
Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

Les pièces suivantes doivent accompagner les mises en candidature:

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.
- L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e).
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et.
- Pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi: le 7 janvier 1995
- Le Comité de la négociation collective et des avantages économiques: le 7 janvier 1995
- Le Comité des bibliothécaires: le 7 janvier 1995
- Le Comité du statut de la femme: le 7 janvier 1995
- Toutes les autres mises en candidature: le 31 mars 1995 si possible



University Arbitrations

Picking the Public's Pocket for Trivial Pursuits

BY PATRICK GRASSICK
& JIM MILLER

THE ACADEMIC FREEDOM and Tenure Committee has become alarmed by the number of institutions that are pursuing baseless discipline, or refusing to apply lessons learned in one arbitration to similar disputes, or dragging out arbitration proceedings to outrageous lengths — all at significant cost to the beleaguered accounts of the university.

For instance, at the University of Saskatchewan a dismissal case initiated in the spring of 1992 resulted a year later in an arbitral ruling that, even if established, the grounds put forward by the university did not constitute cause for dismissal. In fact, the arbitration panel had advised the employer in February 1993, after the employer had completed its case, that dismissal was out of the question and the two parties might wish to terminate the case.

The university persisted, and the case dragged on for several more months, with the arbitrators reinstating the faculty member in an interim ruling at the conclusion of hearings in May 1993.

LE COMITÉ DE LA LIBERTÉ UNIVERSITAIRE ET DE la permanence de l'emploi s'inquiète du nombre d'établissements d'enseignement qui cherchent à imposer des mesures disciplinaires injustifiées ou qui refusent de mettre en pratique les leçons tirées d'une cause d'arbitrage pour un différend semblable ou, encore, qui font outrageusement traîner en longueur les procédures d'arbitrage à coup de milliers de dollars puisés dans leurs coffres assiégés.

Que l'intention soit de sauver la face d'administrateurs qui ont arbitrairement pris une décision indéfendable, que l'objectif soit de montrer une attitude impitoyable envers les questions syndicales ou que le but soit d'amener les syndicats de professeurs à la faillite, ces manières d'agir sont pourtant inexcusables alors que les édifices tombent en morceaux, que les collections des bibliothèques se détériorent, que le personnel est réduit et que l'expérience des étudiants en classe est de plus en plus stressante.

After paying a year's salary to the defendant during her suspension, shelling out for the fees and expenses of three arbitrators for 21 days of hearings plus lengthy deliberations, and supporting the costs of its own counsel as well as the time of its own officers and staff, the employer was awarded the right to enter a cautionary note on the defendant's personnel file about "errors of judgment."

At Brandon, the 194 members of the faculty union have forked

over \$60,000 in the past two years to defend members' interests in no less than five arbitrations — leading many of them to conclude that the administration aims at bankrupting the union. Perhaps most galling of all was a tribunal necessitated by the administration's refusal to apply an arbitration award on a policy matter in the very case that had provoked the initial policy dispute. The administration appears to learn slowly at Brandon and the Manitoba taxpayer bears

the cost.

At McGill, a dismissal case has slouched along for months with the end only dimly in sight. At the end of September 1994 there had been 36 days of hearings devoted almost exclusively to the employer's case, with an additional 30 days of hearings scheduled. After this massive expenditure of time and resources CAUT's legal counsel is of the view that this case is an abuse of process.

The McGill case has already outlasted the Saskatchewan fiasco. Since guesstimates of the cost of the Saskatoon case put it at more than \$500,000, one shudders to contemplate the final cost in Montreal.

These cases all demonstrate a reckless disregard for the public purse. Whether the intention is to save face for administrators who have arbitrarily come to indefensible decisions, whether the object is to demonstrate a hard-nosed approach to labour matters, or whether the goal is to bankrupt faculty unions, these actions cannot be defended while the physical plant of the institution falls apart, library collections deteriorate, staff complements are hacked, and students

are subjected to an increasingly stressful experience in the classroom.

Faculty associations and CAUT pay their own legal expenses in arbitrations out of individual dues. There is no personal cost to administrators; that makes it easy for them to avoid effective decisions and transfer responsibility to an arbitrator.

We believe it is time that members of CAUT blow the whistle on this scandalous misuse of resources, this "bonfire of the vanities." We encourage those of our members who have access to budget information to ask tough questions about the legal expenses of their institutions. The Faculty Association at UBC, for example, employed a forensic accountant to expose waste, which the association duly publicized throughout the province.

Where budget data are not detailed, we suggest that budget officers be grilled about the proportion of legal expenditures devoted to employee labour relations. Perhaps, in their current enthusiasm for accountability, provincial governments might be encouraged to require detailed and informative reporting of legal expenditures in the universities' annual statements.

Arbitration is sometimes necessary, of course, as a definitive way of settling disputes about issues that matter. But lately we have seen far too many instances where public funds are wasted in stupid quarrels that faculty would gladly settle in more informal, less acrimonious, and less expensive ways. Would that administrators were similarly inclined. ■

(Patrick Grassick and Jim Miller are members of CAUT's Academic Freedom and Tenure Committee.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

The Liberal Proposals to Revamp the Financing of Post-Secondary Education Promote an Unsettling Assumption

NONE OF LLOYD Axworthy's social-policy proposals have aroused a louder outrage than his suggested reworking of federal education subsidies. But Axworthy is right; Canadians must rethink the financing of post-secondary education.

Like the rest of Axworthy's paper, the education proposals are couched hypothetically — as could and would, not cans and shalls.

Yet at the heart of it all is this: Instead of transferring billions to provincial governments for universities and colleges, maybe Parliament should subsidize students directly with more loans and grants.

Scandalous, answered Bob Rae, or words to that effect. If the federal government withholds post-secondary funds from the provinces, tuition fees must rise or the whole educational apparatus will fall into disrepair. Higher fees, of course, would block access to all

but the well-off, and punish the poor especially.

But there is another part to Axworthy's proposal, less commonly noted by the critics. The minister suggests that the repayment of a student loan be contingent on yearly income after graduation. No income, no repayment; high income, big repayment.

That might introduce a little equity sometimes absent in the present system, in which about a third of post-secondary students run up debts that need to be repaid, job or no job.

Still, there is plenty in the Axworthy scheme to raise worries — and not just among premiers determined to keep spending federal money.

What is most unsettling of all is the assumption that students themselves (as the paper puts it) "must bear a larger share of the costs of their education or training."

That assumption comes naturally to a government trying to reduce its deficit. But the assumption might well also be false, and destructive.

It would be catastrophic to undervalue the importance of education — to Canada's future prosperity, and to achieving a good life for every Canadian. The well directed financing of education is an investment in the country's future productivity, in the civility of life, in social justice.

That is to say, society has a collective, public interest in a successful education system; education does not merely serve the private interests of the students who learn (and profit) from it.

Arguably, therefore, governments should begin to bear a larger share of the costs of post-secondary education, not a smaller share. Most of the public burden rests constitutionally with the provinces; but the federal govern-

ment too must shoulder the weight — to equalize opportunities in rich and poor provinces, and to advance the country's economic development.

By Axworthy's accounting, federal subsidies to post-secondary education come to about \$8 billion a year, half the system's \$16-billion total cost. Most of those subsidies (\$6.1 billion) flow in transfers to provincial treasuries either in cash or tax revenues.

Whether that is enough, or too much, is an interesting question. Just as interesting as whether the money now spent is well spent.

Axworthy, so far, has not given much of an answer to either question. But at least he has challenged Canadians to examine the future a little more carefully. ■

(Reprinted with permission from editorial of the Ottawa Citizen of October 17, 1994.)

NOW AVAILABLE "GUIDELINES FOR COMPLAINANTS"

The CAUT Academic Freedom and Tenure Committee has prepared a short document, "Guidelines For Complainants," on how best to prepare a complaint for consideration by the Committee. Potential complainants, including faculty associations, are urged to write to Sue Trounce at CAUT for this document prior to submitting material to the Committee.

CLASSIFIEDS/ANNONCES CLASSÉES

CAUT ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington DC 20005; tel: 202-737-5900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachements politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 737-5900.

ACCOUNTING

SAINT MARY'S UNIVERSITY - The Department of Accounting, Frank H. Sobey Faculty of Commerce, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1995 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers 600mm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and

the names of three references to Dr. Barry Gorman, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. FAX: (902)420-5119. Closing date February 1, 1995.

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Business invites applications for two tenure track positions in Financial Accounting. One of those positions requires competency in accounting information systems. Rank & Salary will be commensurate with qualifications and experience. Qualifications required include the PhD or equivalent. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the positions are filled. Please send C.V. and the names and addresses of three references to: Dr. John Chelkoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, P.O. Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian

Immigration Regulations, preference will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

ACCOUNT RESEARCH & EDUCATION

UNIVERSITY OF MANITOBA - Applications are invited for the position of Director of the Centre for Accounting Research and Education. The Centre was established recently to provide support for basic and applied research in accounting and for the development of accounting education programs. The Director will be a recognized scholar with a PhD who brings a proven track record in teaching and research and who is capable of providing leadership in the area of accounting. The Director will be appointed in a tenure-track position at the rank of Associate Professor/Professor in the Department of Accounting and Finance. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Preferred appointment date is July 1, 1995. Applicants must include a full curriculum vitae. Direct all applications to: Dr. Lawrence C. Gould, Head, Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Deadline for receipt of applications is December 1, 1994.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY - Faculty of Administrative Studies invites applications for a tenure-track position at the Assistant Professor rank for those with teaching and research interests in business finance, investments, derivative securities or international finance. PhD or equivalent completed or near completion is required. Salary is competitive and commensurate with qualifications and experience. Appointment effective July 1, 1995. Applications will be accepted until the position is filled. Position is subject to budgetary approval. York University has an employment equity program, including affirmative action for women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send resume, names of three references and information on teaching experience to: Dr. Elizabeth Maynes, Finance Area Co-ordinator, Faculty of Administrative Studies, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

ANATOMY & NEUROBIOLOGY

THE UNIVERSITY OF CALGARY, Department of Anatomy, and the Neuroscience Research Group are seeking a full-time academic Molecular Developmental Neurobiologist at the Assistant Professor level or higher. This position offers an excellent opportunity in a multidisciplinary research environment. Duties will include teaching and graduate student supervision. Qualifications include a PhD, at least two years' postdoctoral experience, and research interests in molecular and/or cellular approaches to development or plasticity of the nervous system. The selected candidate must complete successfully for salary and establishment funding from the Alberta Heritage Foundation for Medical Research, and will have 75% of time protected for research. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please send a curriculum vitae, a statement of research interests, and the names of three referees by November 30, 1994, to: Dr. S. Weas, Chair, Selection Committee, Department of Anatomy, The University of Calgary, 3330 Hospital Drive N.W., Calgary, AB, Canada T2N 4N1.

ANTHROPOLOGY

UNIVERSITY OF REGINA - Department of Anthropology invites applications for a tenure-track position in Anthropology at the Assistant Professor level. This appointment, which is subject to budgetary approval, will commence in 1995. Applicants should have a PhD and expertise in some cultural anthropology, although areas and topical specializations are open. The successful candidate must show serious commitment to field research, publication and teaching. Applicants should submit a curriculum vitae, a sample of writing, any teaching evaluations available and, arrange for the forwarding of three letters of reference to: Dr. de Vries, Chair, Faculty of Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The closing date for applications is January 3, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

UNIVERSITY OF BRITISH COLUMBIA - Applications are invited for a tenure-track Assistant Professorship to be held jointly in the Department of Anthropology & Sociology and the Women's Studies Programme, to commence on July 1, 1995.



QUEEN'S UNIVERSITY A POST-DOCTORAL FELLOWSHIP IN THE HUMANITIES

Queen's University announces a fellowship (formally the Webster Fellowship) for scholars who have recently completed or are about to complete doctoral studies in the humanities, broadly conceived. Candidates with new perspectives, who can place specialized enquiry within a larger intellectual or cultural context, are especially encouraged to apply. Fellowships are tenable for two years with a stipend of \$39,500 for the first year and a research allowance of \$2,000. While most of their time is devoted to research, fellows are normally expected to teach one full course in an appropriate discipline. Applicants should send a curriculum vitae and an outline, not exceeding 1,000 words, of their proposed research to Dr. L. G. Monkman, Associate Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario, K7L 3N6. Three referees should be asked to send supporting letters directly to the same address. The deadline for completed applications is January 6, 1995. Les francophones, ainsi que les anglophones, sont invités à poser leur candidature. Queen's University encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

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Assistant Professor Department of Economics

The University of Calgary Department of Economics invites applications for one entry level tenure-track position at the Assistant Professor rank, beginning July 1, 1995. The only fields which will be considered are industrial organization or macroeconomics. Candidates must have a PhD in Economics, or be near completion, and must show promise of excellence in research and teaching. Duties include teaching at the undergraduate and graduate level, supervision of graduate students, research, and university service.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Send an application letter, a curriculum vitae, and the names of three referees by December 16, 1994, to: Robert McRae, Head, Department of Economics, 2500 University Drive N.W., Calgary, Alberta T2N 1N4. Fax number: (403) 282-5262.



CAUT/Group Insurance

- CAUT members are entitled to apply for these low-cost plans:
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KANATA

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1

Administrateur de l'Assurance de l'ACPPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

l'ACPPU/Assurance Collective

Les membres de l'ACPPU peuvent souscrire aux régimes suivants à prix modique:

1. ASSURANCE-VIE jusqu'à \$500,000.
2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT (\$150,000).
3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
4. REGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

Please send me information outlining the CAUT Insurance Plans.

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance de l'ACPPU.

Name/Nom _____

Address/Adresse _____

City/Ville _____

Province _____

Code _____

(subject to final budget review). Applicants are also welcomed from senior women educators with exceptional qualifications for potential appointment at a higher rank. Candidates should have research and teaching strengths in Archaeology/Archaeological or Sociological Women's Studies in the Social Sciences, and a commitment to curricular development in Women's Studies. The requirements are a completed PhD, evidence of published scholarship, and some teaching experience at the post-secondary level. Salary will be commensurate with qualifications and experience. Applicants should send a current CV, and writing sample, and arrange for three letters of reference to be forwarded to: Dr. Richard Pearson, Head, Department of Anthropology & Sociology, University of British Columbia, 6033 K.W. Marine Drive, Vancouver, B.C. V6T 1Z1. Applications must be received by December 31, 1994. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

APPLIED MATHEMATICS

UNIVERSITY OF MANITOBA - The Department of Applied Mathematics at the University of Manitoba is seeking a person from a mathematically qualified person for a tenure-track position to start July 1, 1995, at the Assistant Professor level, subject to final budgetary approval. Salary is dependent on qualifications and experience. \$36,329-\$48,000. Applicants must have a PhD with postdoctoral or equivalent experience in computational applied mathematics. Responsibilities include undergraduate and graduate

teaching and supervision as well as developing a vigorous research program. Opportunities within the University exist for collaboration in a variety of fields. The Department is closely linked to the University's Institute for Archaeological Archaeology or Sociological Women's Studies in the Social Sciences, and a commitment to curricular development in Women's Studies. The requirements are a completed PhD, evidence of published scholarship, and some teaching experience at the post-secondary level. Salary will be commensurate with qualifications and experience. Applicants should send a current CV, and writing sample, and arrange for three letters of reference to be forwarded to: Dr. Richard Pearson, Head, Department of Anthropology & Sociology, University of British Columbia, 6033 K.W. Marine Drive, Vancouver, B.C. V6T 1Z1. Applications must be received by December 31, 1994. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

ARCHAEOLOGY

SIMON FRASER UNIVERSITY - The Department of Archaeology is seeking a person for the tenure-track position of Assistant Professor to teach undergraduate and graduate courses and to undertake research in the archaeology of the Pacific Northwest Coast. PhD required. Applicants should provide evidence of their ability or potential to teach courses in archaeology, to direct projects, and to publish their research. Highly qualified individuals without Northwest experience who are willing to switch their research and teaching focus are also encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications, including a CV, and names and addresses of three referees, should be sent to: Dr. J. Driver, Chair, Department of Archaeology, Simon Fraser University,

Burnaby, B.C. V5A 1S6. Deadline for receipt of applications is January 6, 1995. Please note that this position is subject to final budgetary approval.

ART

QUEEN'S UNIVERSITY - Paintings Conservator, Art Conservation Program, Department of Art. Applications are invited for a full-time tenure-track appointment to teach the Conservation of Paintings effective July 1, 1995, subject to budgetary approval. The position involves lecturing in the history, technology and conservation of paintings and supervising graduate students in practical conservation and research. Scholarly and scientific research and publication are also expected. The successful candidate will hold at least a Master's degree (or equivalent) in art conservation with a specialization in the conservation of paintings, and will have substantial experience in conservation practice and demonstrated teaching and research ability. Administrative experience will be an asset. Rank and salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is an employment-equity program, welcoming diversity in the workplace and encourages applications from all qualified individuals, including women, aboriginal peoples, people with disabilities and visible minorities. A letter of application, a full curriculum vitae, copies of major publications, and the names and addresses of three people who are willing to provide letters of reference, should be sent to: Dr. J. Douglas Stewart, Professor and Acting Head, Department of Art, Queen's University, Kingston, Ont. K7L 3N6, tel: (613)545-6166; fax: (613)545-6291. The deadline for applications is 15 January 1995.

ART HISTORY

CARLETON UNIVERSITY - School for Studies in Art and Culture: Art History. Applications are invited for a tenure-track position in Art History at the rank of Assistant Professor to commence July 1, 1995. This position is subject to budgetary approval. The successful candidate will have a demonstrated expertise in European Renaissance and Baroque Art.

An interest in the historiography of Art History and recent theory and methodology will be an asset. Applicants are required to have a completed PhD and an established record of publications. The successful candidate will teach courses at all levels of the undergraduate curriculum in Renaissance and Baroque art, and may be called on from time to time to teach a general, first-year introductory course in Art History and to contribute to offerings in the theory and method of Art History. Applications, with a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. John Shepherd, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. The closing date for receipt of applications is January 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified candidates are also invited to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

UNIVERSITY OF TORONTO - Department of Fine Arts/Graduate Department of History of Art. Applications are invited for a tenure-track appointment at the rank of Assistant Professor to commence July 1, 1995 (minimum salary at this rank for 1993-94 is \$38,200) subject to 1994-95 budgetary approval. PhD or equivalent required. Major area of specialization should be Italian Renaissance art and architecture. University level teaching experience and a record of scholarly publication appropriate to career status are sought. Applicants should submit a curriculum vitae, a statement of research interests and the names of three referees by November 30, 1994 to: Dr. J.K. Webb, Chair, Department of Biology, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6.

CARLETON UNIVERSITY - Department of Biology. Applications are invited for a tenure-track Assistant Professor of molecular biology/biochemistry, tenable July 1995. The successful candidate will be expected to develop a strong molecular biology/biochemistry research program and participate in undergraduate and graduate teaching in molecular biology/biochemistry. Special attention will be given to candidates who can also contribute to the Faculty of Science Environmental Science program. Excellent opportunities exist in the Department for collaborative work with government laboratories in agricultural and biotechnology. In addition the Department has close links in teaching and research through a joint graduate program with the Department of Biology, University of Ottawa. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McCall

University is committed to equity in employment. The position is subject to budgetary approval.

BIOLOGY

CARLETON UNIVERSITY - Department of Biology. Applications are invited for a tenure-track Assistant Professor of environmental ecology/evolution, tenable July 1995. Preference will be given to candidates whose environmental research interests are at the organismal level in areas of evolutionary biology or ecology. The appointee will be expected to develop a strong research program incorporating both senior undergraduate and graduate students in one or more of the areas of plant phenological ecology, landscape ecology, behaviour, conservation, insect ecology and systematics. Duties will include participating in the undergraduate Environmental Science program and contributing to the Biology field courses and introductory biology. Excellent opportunities exist in the Ottawa region for collaborative work with government agricultural laboratories and the Department has close links in teaching and research through a joint graduate program with the Department of Biology, University of Ottawa. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to budgetary approval. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Submit a curriculum vitae, a statement of research interests and the names of three referees by November 30, 1994 to: Dr. J.K. Webb, Chair, Department of Biology, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6.

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University is committed to equity in employment. The position is subject to budgetary approval.

YORK UNIVERSITY - Faculty of Pure and Applied Science, Department of Biology. A tenure-track appointment in the alternate stream, of the assistant or associate lecturer level, to begin in April 1995. Qualifications required include a master's degree (or equivalent) in life science, plus teaching qualifications/experience. Alternate stream researchers are not expected to engage in research; their main responsibility is teaching, which defined broadly includes academic advising, preparation and administration of laboratory courses, lecturing, and administration of courses. Applications, including CV, should be sent to: Dr. Arthur Feyer, Chair, Alternate Stream Search Committee, Department of Biology, Faculty of Pure and Applied Science, York University, North York, Ont. M3J 1P3. Deadline for applications is December 1, 1994. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADEMY OF BIOLOGY - The Department of Biology at Acadia University invites applications for a tenure-track appointment (position #20107) of the Assistant Professor level up to Gnd Slip 4, effective on or after July 1995. Applicants should have a PhD degree by the appointment date, and will teach in the areas of Developmental Biology and/or Immunology. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Dan Towle, Chairperson, Selection Committee, Department of Biology, Acadia University, Wolfville, Nova Scotia B0P 1X0. The closing date for applications is 26 February 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill this position.

MCMASTER UNIVERSITY - Department of Biology. We are seeking our search for candidates for a probationary tenure-track position at the Assistant Professor level in the Department of Biology at McMaster University, with a research appointment at the Royal Botanical Gardens. The successful candidate will be expected to establish an independent research programme in plant ecology. Duties include teaching undergraduate plant ecology and plant physiology courses and participation in graduate courses. Interested applicants should submit a curriculum vitae, a brief description of teaching experience and future research programme, and the names and addresses of three referees before January 6, 1995. Chair of Search Committee, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada

THE BEST PROFESSORS ARE THE BUSIEST. We specialize in doing the hard work involved in Overseas Travel-Study programmes. Let us organize your course offering overseas. Contact University Expeditions, Fax: (416) 294-2263, Tel: (514) 284-3308, or write 1001, Route 138, Altheim, Quebec J0S 1A0.



香港理工學院 HONG KONG POLYTECHNIC DEPUTY DIRECTOR

The Hong Kong Polytechnic, established in 1972, is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects, at levels ranging from Higher Diplomas and Degrees through to Masters and Doctoral Degrees. The number of enrolled students is approximately 26,000, consisting of 10,000 full-time and 16,000 part-time. The academic structure consists of 6 Faculties comprising 25 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres. During the 1994/95 academic year, the Polytechnic will be renamed the Hong Kong Polytechnic University, at which time the post of Deputy Director will become Deputy President.

The Polytechnic is in a progressive state of development with current priorities focusing on strategic planning, quality assurance, and cost-effective delivery of services, accompanying recently achieved accreditation and self-validating status for all its academic programmes. Continued emphasis is also being given to staff development, applied research, technology transfer, information technology, continuing education and the introduction of further programmes relevant to the needs of Hong Kong.

DEPUTY DIRECTOR

The post advertised is tenable from July 1995 following the retirement of the present incumbent. It offers a great challenge to the successful candidate who will be expected to play a major role in planning and review of the overall academic programme offered by the Polytechnic/University. The position forms part of a functional Directorate consisting of Director, Deputy Director, and five Associate Directors. Areas of responsibility for members of the Directorate include: administration, industrial development, corporate communications, research, staff development, and quality assurance. In addition, they will oversee a number of support units and some aspects of Faculty management. Members of the Directorate work closely as a corporate decision-making body with the Deputy and Associate Directors reporting directly to the Director.

The person appointed will possess good academic qualifications, including a higher degree and evidence of a successful academic track record. In addition, he/she will be expected to have enjoyed substantial and successful experience in a senior management position carrying executive responsibilities at institutional level, in a major institution of higher education or a similar organisation. High level communication skills in English is essential and Chinese is highly desirable, together with good interpersonal skills and a willingness to contribute to and manage institutional change.

The principal objectives of the post are to reinforce the Director in the leadership and management of the Polytechnic, and to deputise for the Director as and when necessary.

Candidates will be required to demonstrate substantial previous experience in both academic planning and resource management. Specific responsibilities include ensuring the proper penetration of the Polytechnic's Strategic Plan, co-ordinating the preparation of annual academic and business plans, and assuming overall accountability for the cost-effective utilisation of resources in the Polytechnic.

Salary: HK\$1,212,000 per annum (CAD\$1 = HK\$5.7 as at 14 October 1994)

Terms and Conditions of Service

Initial appointment at this level are normally made on a fixed term gratuity-bearing contract of four years at the end of which, re-appointment is subject to mutual agreement. Other benefits include subsidized housing, leave, passages, medical and dental schemes, and children's education allowance.

Applications

Application including curriculum vitae and names of three referees should be sent to the Personnel Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before November 30, 1994 [Fax (852) 364-2166], or by E-mail [BITNET HKPOLY@HKPCC.HKP.HK]. Further information is available from the same office. Candidature may be obtained by nominations and the Polytechnic reserves the right to fill the post by invitation.



The University of Western Ontario

invites nominations and applications
for the position of

Vice-President (Research)

The Vice-President (Research) is responsible for overseeing the conduct, development, and assessment of research and original scholarly work and for promoting that research and scholarship in local, provincial, national, and international constituencies.

The Vice-President (Research), who reports to the President, provides co-ordination and leadership to ensure the highest possible standards of research and scholarship and to encourage new ideas for scholarly enquiry.

The University of Western Ontario is one of Canada's leading universities in both teaching and research, with some 26,000 full- and part-time students in degree programs at the undergraduate and graduate levels. Western's faculty receive each year numerous major scholarly awards and over \$50 million in external research grants. The University is committed to excellence in both teaching and research, and recruits outstanding students and faculty in pursuit of that objective. The Vice-President (Research) is part of the President's senior administrative team working to enhance Western's national and international scholarly reputation.

The preferred candidate for this position will have an outstanding record of scholarship and academic leadership, with superior skills in communication and interpersonal relations.

Nominations and applications, including an up-to-date curriculum vitae, should be submitted, in confidence to:

Dr. Paul Davenport
Chair, Selection Committee
for Vice-President (Research)
290 Stevenson-Lawson Building
The University of Western Ontario
London, Ontario N6A 5B8

The appointment will commence January 1, 1996, or earlier, by agreement of the successful candidate and the President.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

BUSINESS

UNIVERSITY OF ALBERTA - Faculty of Business. Applicants are invited for a position in the Faculty of Business in the position of the assistant professor in the Finance subject to funding (P/R or equivalent). The successful candidate must be at the completion stage of degree. Candidates should have a strong commitment to excellence in teaching and research. The successful candidate should be able to interact with the business community and have a minimum of 5 years experience. The salary range is \$33,000 to \$55,000. Marked applications are required. Please send your curriculum vitae and references to the Faculty of Business, University of Alberta, 11000-86th Avenue, Edmonton, Alberta, Canada T6G 2R6. The University of Alberta is committed to the advancement of women and minorities. The University encourages applicants from Aboriginal peoples, disabled persons, and persons with previous military experience.

THE UNIVERSITY OF NORTHERN ONTARIO - Faculty of Business. The University of Northern Ontario is a public university which opened in September of 1969. UNO is a regional mandate to provide post-secondary education in the province, with regional offices in Prince George, Port St. John and Sault Ste. Marie. The population of Northern Ontario is approximately 720,000. Applicants are invited to apply for a position in marketing management. The successful candidate will be responsible to budgetary approval and to the development of programs in the subject to funding (position or positions) in either the business or the social sciences. The successful candidate should have a minimum of 5 years experience in business/industrial relations if possible. Applications for these positions should post-date November 1, 1984. Send your curriculum vitae and references to the Faculty of Business, University of Northern Ontario, 100 University Ave., Sault Ste. Marie, Ontario, Canada P6A 5B9.

BUSINESS ADMINISTRATION

FLORIAN LAURIE UNIVERSITY
Applications are invited for faculty positions in the following areas: Accounting, Management, Organizational Behaviour, Marketing, Finance, Economics, and Human Resources. The position of **Associate Professor of Accounting**, commencing 1 July 1985, United States and Visiting Positions are available in the areas of Accounting, Finance, Economics, and Management. The position of **Associate Professor of Organizational Behaviour**, commencing 1 July 1985, is available in Accounting and/or in Management. The successful candidate will have a minimum of 10 years' teaching and research experience, most appointments will be on a full-time basis. The rank of Assistant Professor is available in all areas. The successful candidate will have a minimum of 5 years' teaching and research experience. The School of Business and Economics is a leading research institution, specializations include PhD or AGD with equivalent research experience. The School has excellent facilities. The areas of expertise sought are in the areas of research and teaching. The tenure track positions are financial accounting, management accounting, organizational behaviour and organizational economics. The successful candidate will be sought for one of the limited term positions. This recruitment is directed in the first instance to persons who are currently employed in the University. The University is committed to employment equity policies and welcomes applications from women and men. Applications accepted on a non-exclusive basis. Credit enquiries should be directed to the Registrar, Human Resources Associate Dean of Business, Human Resources, 75 University Avenue, School of Business and Economics, Windsor, Ontario, Canada N9A 6V1.

qualified women, aboriginal peoples, visible minorities and persons with disabilities.

CHEMISTRY

UNIVERSITY OF NEW BRUNSWICK - The Department of Chemistry is seeking a qualified individual for the position of Research Associate beginning in 1985. The appointment will be for a probationary period of one year. The main responsibilities of the position are: to assist in the structural determination of crystalline compounds. The successful applicant will possess the PhD degree and have experience in crystallography. The successful applicant will be responsible for the operation, maintenance and upgrading of a computer, CAD system and associated computers, and for assisting with undergraduate laboratory instruction, depending on the needs of the department. Graduate students is possible. Applicants should send a resume and three references to: Dr. J. Thakkar, Chair, Department of Chemistry, University of New Brunswick, Box 4400, Fredericton, New Brunswick, Canada E3B 6E2. In accordance with Canadian Immigration regulations, sponsorship is directed to Canadian citizens and

In accordance with Canadian
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Written nominations or applic
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sent no later than **December**



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**FRESHMAN
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am C. Leggett
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STUDIES

advertisement is directed
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The University is located in the historic city of Kingston, Ontario and has a student enrolment of 13,000 full-time and 4,000 part-time with approximately 1,000 faculty and 2,000 staff. The city enjoys an abundance of cultural and recreational activities.

The successful candidate will have an outstanding record of leadership and will have demonstrated excellence in teaching and scholarship.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three referees should be sent no later than **December 19, 1994** to:

William C. Leggett
Principal and Vice-Chancellor
Richardson Hall, Room 206
Queen's University
Kingston, CANADA K7L 3N6

The division of Mathematics and Science requires a dynamic leader to direct the development of the Bachelor of Science Major program in Freshwater Science which was

Introduced in September, 1994. This interdisciplinary program is offered in cooperation with the University of British Columbia and emphasizes an integrated approach to Biological, Chemical, Geographical, Geological and Management aspects of freshwater studies. The program is nationally unique and of particular

Minimum qualifications include a Ph.D. in a related discipline such as Environmental or Earth Sciences, Hydrology, Chemistry, Geology or in accordance with Canada Employment and Immigration requirements, priority will be given to Canadian citizens and Landed Immigrants (permanent residents) of Canada.

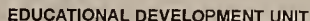
Biological, a demonstrated commitment to undergraduate teaching, a strong publication record, and a solid background in freshwater resource issues. The successful applicant will provide interdisciplinary leadership to the

CAUT BULLETIN ACPPU 16 NOVEMBER 1994 NOVEMBRE

integration, or a related field, and have demonstrated competence in teaching preferably International Trade, Macroeconomic Theory and/or Economics) and research. The 1994-94 salary range for Assistant Professors is \$35,328-\$62,509. Salary will be commensurate with experience and qualifications. Application, curriculum vitae, and three letters of reference should be sent to: Richard A. Dwyer, Department of Economics, University of North Carolina, 100 S. Hargett Street, Raleigh, NC 27695-0001.

UNIVERSITY OF VICTORIA - The Department of Economics has an immediate opening for a full-time position of at least one regular full-time position, starting July 1, 1995, at either the Assistant Professor or Lecturer level. Those applying for the Assistant Professor position must have a PhD in hand or be close to completion and show promise of excellence in research and teaching. Those applying for the Lecturer position must have a BA or BSc and the Associate rank should have established records displaying superior levels of scholarship and teaching. Positions are open, but the Department is working toward the implementation of a PhD requirement for the Lecturer position. Candidates capable of significantly enhancing the Department's research capacity and graduate program are encouraged to apply.

Canadian Immigration Requirements this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Please send applications, including curriculum vitae and the names of three referees, to Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 3050, MS B532, Victoria, British Columbia, Canada



(1) **Senior Educational Development Officer**
(HK\$641,580 p.a. - HK\$861,900 p.a.)

The appointee will play a full and significant part in the development of the new Unit. Reporting directly to the Head of Unit, the appointee will take a pro-active role in the development of practices and procedures aimed at the enhancement of the quality of teaching and learning on campus. The Senior Educational Development Officer will be largely responsible for co-ordinating the work of staff, and will contribute to the supervision, direction and support of team-based projects. He/She will contribute to the regular ongoing activities of the Unit which will include: consultation with Departments and individuals; assisting with course and curriculum design; planning and teaching workshop and seminar programmes; research and dissemination of information relating to "best practices"; carrying out educational research.

Candidates should hold a degree, and preferably post-graduate qualifications, together with experience of teaching in higher education and working in educational development at that level. Some experience of managerial responsibility in this context would be an advantage.

(2) Educational Development Officers
(HK\$496,320 p.a. - HK\$689,880 p.a.)

The appointees will play a full role in the ongoing activities of the new Unit, which are aimed at the enhancement of the quality of teaching and learning on campus. These activities will include: consultation with Departments and individuals; assisting with course and curriculum design; planning and teaching workshop and seminar programmes; research and dissemination of information relating to "best practices", carrying out educational research. In addition, they will be expected to contribute proactively to planning and development within the Unit.

Candidates should hold a degree and have experience of teaching and working in educational development, preferably in the context of higher education. Appropriate post-graduate qualifications would be an advantage.

Initial appointment will be made on a fixed term gratuity-bearing contract of two years at the end of which re-appointment is subject to mutual agreement. Other benefits include leave, medical and dental schemes, children's education allowance and subsidized housing where appropriate.

(Note: CAD\$1 = HK\$5.75 approximately as at 4 October 1994)

Send curriculum vitae and names of three referees to the Personnel Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before **Friday, 30 November 1994** [Fax (852) 364-2166], or by E-mail (BITNET HKPOLY@HKPCC.HKP.HK). Further information is available from the same office.

McGILL UNIVERSITY, Montréal, Québec, Canada. Pending final budgetary approval, the Department of East Asian Studies invites applicants for a tenure-track position in modern Japanese literature and/or culture, beginning September 1, 1995. Qualifications include: PhD in

McGILL UNIVERSITY, Montréal, Québec, Canada. Pending final budgetary approval, the Department of East Asian Studies invites applicants for a tenure-track position in modern Japanese literature and/or culture, beginning September 1, 1995. Qualifications include: PhD in

**Doyenne
des universités**

DESCRIPTION DU POSTE
 Professeur rattaché à l'École d'architecture pour œuvrer aux programmes de certificat en études architecturales, de baccalauréat et de maîtrise en architecture, dans le domaine de l'enseignement et de la recherche relatif à la conservation architecturale, la restauration, la réhabilitation et le recyclage.

Détenir un doctorat pertinent au domaine de spécialisation, un diplôme en architecture donnant accès au titre d'architecte, avoir cinq ans d'expérience professionnelle en conservation et une expérience en recherche architecturale.

Salaire: selon la convention collective en vigueur

Les personnes intéressées devront faire parvenir, avant le 23 décembre 1994, un dossier de candidature contenant:

- Un curriculum vitae;
- Une lettre d'intention;
- Trois (3) lettres de références;
- Un portfolio avec exemples de travaux professionnels et académiques.

Date d'entrée en fonction: 1^{er} juin 1995.

Monsieur Alexis Ligougne, Directeur
École d'architecture
Faculté d'architecture et d'aménagement
Université Laval
1, Côte de la Fabrique
Québec (Québec) Canada
G1K 7P4

 UNIVERSITÉ
LAVAL

LE SAVOIR DU MONDE
PASSE PAR ICI

**Faculté d'architecture
et d'aménagement**

En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes à l'engagement de femmes. En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

CAUT BULLETIN ACPPU 18 NOVEMBER 1994 NOVEMBRE

Newfoundland is committed to employment.

QUEEN'S UNIVERSITY - Department of Chemical Engineering - Department of Chemical Engineering is seeking a tenure-track position in the fields of Biochemical Engineering or Environmental Engineering. The successful candidate will be expected to teach and supervise M.A.Sc. and Ph.D. students and supervise a strong commitment to teaching at all levels. Ability to assume administrative responsibility and to generate research funding are also important criteria. A knowledge of French will be an asset. Membership or eligibility for membership in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement of research interests and research experience, and the names of at least three referees to: Professor Cedric Marsh, Acting Chair, Department of Chemical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Applications will be accepted until the position is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women candidates shall be given priority.

CONCORDIA UNIVERSITY - The Department of Mechanical Engineering is seeking applications for a full-time tenure-track faculty position of the Assistant or Associate Professor level in the Industrial Engineering area starting January 1995. The Department offers B.Eng., M.Eng., M.A.Sc., and Ph.D. programs and has a well established and well-known faculty. The research activity. Candidates should have a Bachelor's and a Ph.D. degree in Engineering and a strong background in Mechanical Engineering, Manufacturing Systems, and Manufacturing Processes. Candidates should have industrial experience and should be able to provide professional registration in the Order of Engineers of Quebec. Knowledge of French language is an asset. The successful candidate will be required to teach both undergraduate and graduate students and to develop and supervise research projects. Facilities, Design & Material Handling Systems, Quality Control & Reliability, and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applicants, including detailed curriculum vitae and names of at least three referees, should be sent to: Dr. S.Y. Ho, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec Canada H3G 1M8. In accordance with Canadian immigration requirements,

knowledge of fine element formulation are pre-requisites, as is the ability to teach advanced graduate courses in structural analysis and design. Practical design experience - preferably in a North American setting - in concrete, timber, or metal structures is essential. The successful candidate will be expected to teach and supervise M.A.Sc. and Ph.D. students and supervise a strong commitment to teaching at all levels. Ability to assume administrative responsibility and to generate research funding are also important criteria. A knowledge of French will be an asset. Membership or eligibility for membership in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement of research interests and research experience, and the names of at least three referees to: Professor Cedric Marsh, Acting Chair, Department of Chemical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Applications will be accepted until the position is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women candidates shall be given priority.

CONCORDIA UNIVERSITY - The Department of Civil Engineering invites applications for a tenure-track faculty position in the Environmental Engineering area starting January 1995. The Department offers B.Eng., M.Eng., M.A.Sc., and Ph.D. programs and has a well established and well-known faculty. The research activity. Candidates should have a Bachelor's and a Ph.D. degree in Engineering and a strong background in Environmental Engineering, Manufacturing Systems, and Manufacturing Processes. Candidates should have industrial experience and should be able to provide professional registration in the Order of Engineers of Quebec. Knowledge of French language is an asset. The successful candidate will be required to teach both undergraduate and graduate students and to develop and supervise research projects. Facilities, Design & Material Handling Systems, Quality Control & Reliability, and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applicants, including detailed curriculum vitae and names of at least three referees, should be sent to: Dr. S.Y. Ho, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec Canada H3G 1M8. In accordance with Canadian immigration requirements,

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CONCORDIA UNIVERSITY - The Department of Mechanical Engineering is seeking applications for a full-time tenure-track faculty position of the Assistant or Associate Professor level in the Industrial Engineering area starting January 1995. The Department offers B.Eng., M.Eng., M.A.Sc., and Ph.D. programs and has a well established and well-known faculty. The research activity. Candidates should have a Bachelor's and a Ph.D. degree in Engineering and a strong background in Mechanical Engineering, Manufacturing Systems, and Manufacturing Processes. Candidates should have industrial experience and should be able to provide professional registration in the Order of Engineers of Quebec. Knowledge of French language is an asset. The successful candidate will be required to teach both undergraduate and graduate students and to develop and supervise research projects. Facilities, Design & Material Handling Systems, Quality Control & Reliability, and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applicants, including detailed curriculum vitae and names of at least three referees, should be sent to: Dr. S.Y. Ho, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec Canada H3G 1M8. In accordance with Canadian immigration requirements,

priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities. All things being equal, women candidates shall be given priority.

ENGLISH

UNIVERSITY OF NEW BRUNSWICK - The Department of English or the University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective July 1995 and subject to final budgetary approval. Candidates whose specialty is in Eighteenth-Century Poetry and Prose and/or Post-Colonial Literature are encouraged to apply. Preference will be given to those with a PhD or its equivalent. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Anthony Buxill, Chair, Department of English, University of New Brunswick, P.O. Box 440, Fredericton, NB E3B 5A3. The deadline for applications is 15 January 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

DALHOUSIE UNIVERSITY - Department of English. Applications are invited from persons with special interests in twentieth-century British literature, Victorian literature, Canadian literature, colonial/post-colonial literature, or some combination of these fields, for three probationary tenure-track positions at the rank of Assistant Professor. PhD required; salary dependent upon qualifications. The appointments will begin on July 1, 1995, closing date for applications is December 1, 1994. Letter of application, c.v., transcripts, and three letters of reference should be sent to: Ronald Huebert, Chair, Dept. of English, Dalhousie University, Halifax, Nova Scotia B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and

permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. All things being equal, women candidates shall be given priority.

UNIVERSITY OF BRITISH COLUMBIA - Department of English and Women's Studies Programme. Applications are invited for a tenure-track Assistant Professorship to be held jointly in the Department of English and the Women's Studies Programme, to commence on July 1995 (subject to final budget review). Applications are also welcomed from senior women scholars for potential appointment at a higher rank. Candidates should have expertise in one of the following areas: Renaissance Studies, including Shakespeare, Nineteenth-Century or Twentieth-Century Studies, with a focus upon British, American, Canadian, or Commonwealth/American Literature. Candidates should also have research and teaching strengths in Women's Studies, and a commitment to curricular development in this area. The requirements are a completed PhD, evidence of published scholarship, and some teaching experience at the post-graduate level. Salary will be weighted according to qualifications and experience. Applicants should send a current c.v. and writing sample, and forward to: Dr. Herbert Rosenquisten, Head, Department of English, University of British Columbia, 327-1873 East Mall, Vancouver, B.C. V6T 1Z1. Applications received by 30 December 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

CONCORDIA UNIVERSITY - The Department of English of Concordia University invites applications for a tenure-track position in the field of English Literature to commence July 1, 1995. The appointment is subject to budgetary approval by the University. Duties will include teaching in the Faculty of Arts Studies and the development of a PhD program in productive research. A PhD or equivalent is required. Salary will depend on qualifications and experience. A letter of application, curriculum vitae and three letters of reference should be sent to: Professor Maurice S. Elliott, Chair, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women candidates shall be given priority.

directly to the above address. Deadline for application is November 30, 1994. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA - Department of English and Women's Studies Programme. Applications are invited for a tenure-track Assistant Professorship to be held jointly in the Department of English and the Women's Studies Programme, to commence on July 1995 (subject to final budget review). Applications are also welcomed from senior women scholars for potential appointment at a higher rank. Candidates should have expertise in one of the following areas: Renaissance Studies, including Shakespeare, Nineteenth-Century or Twentieth-Century Studies, with a focus upon British, American, Canadian, or Commonwealth/American Literature. Candidates should also have research and teaching strengths in Women's Studies, and a commitment to curricular development in this area. The requirements are a completed PhD, evidence of published scholarship, and some teaching experience at the post-graduate level. Salary will be weighted according to qualifications and experience. Applicants should send a current c.v. and writing sample, and forward to: Dr. Herbert Rosenquisten, Head, Department of English, University of British Columbia, 327-1873 East Mall, Vancouver, B.C. V6T 1Z1. Applications received by 30 December 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

香港理工學院 HONG KONG POLYTECHNIC ASSOCIATE DIRECTOR (2 posts)

The Hong Kong Polytechnic, established in 1972, is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects, at levels ranging from Higher Diplomas and Degrees through to Masters and Doctoral Degrees. The number of enrolled students is approximately 26,000, consisting of 10,000 full-time and 16,000 part-time. The academic structure consists of 6 Faculties comprising 25 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres. During the 1994/95 academic year, the Polytechnic will be renamed the Hong Kong Polytechnic University, at which time the post of Associate Director will become Vice President.

The Polytechnic is in a progressive state of development with current priorities focusing on strategic planning, quality assurance, and cost-effective delivery of services, accompanying recently achieved accreditation and self-validating status for all its academic programmes. Continued emphasis is also being given to staff development, applied research, technology transfer, information technology, continuing education and the introduction of further programmes relevant to the needs of Hong Kong.

ASSOCIATE DIRECTOR (2 posts)

The posts advertised, which arise following a review of the senior management structure, are tenable between March and September 1995, exact dates for assuming duty to be agreed with the successful candidates. The positions form part of a functional Directorate consisting of Director, Deputy Director and five Associate Directors, which include Industrial Development & Corporate Communications, Administration, and three further posts which carry the title Associate Director. Persons appointed to these three positions are expected to discharge responsibilities in one or more of the following areas: quality assurance, research, staff development including appraisal; in addition, an Associate Director will contribute to the management of a number of support units and to resource allocation/management of Faculties/Departments with the Polytechnic/University.

The person(s) appointed will possess good academic qualifications, including a higher degree and evidence of a successful academic track record. In addition, all candidates will be required to demonstrate a broad experience of academic planning, resource allocation and management at a senior level within higher education or a similar organisation. They should also be able to contribute to the introduction of new management initiatives, processes and culture, conducive to the attainment of the Polytechnic's Mission in a period of rapid change.

High level communication skills in English is essential and Chinese is highly desirable.

The principal objectives of the posts are to reinforce the Director in the leadership and management of the Polytechnic.

Salary: HK\$1,127,400 per annum (CAD\$1 = HK\$5.7 as at 14 October 1994)

Terms and Conditions of Service

Initial appointment at this level are normally made on a fixed term gratuity-bearing contract of four years at the end of which, re-appointment is subject to mutual agreement. Other benefits include subsidized housing, leave, passages, medical & dental schemes, and children's education allowance.

Applications

Application including curriculum vitae and names of three referees should be sent to the Personnel office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before November 30, 1994 [Fax (852) 364-2166, E-mail BITNET.HKPOLY@HKPCC.HKPHK]. Further information is available from the same office. Candidature may be obtained by nominations and the Polytechnic reserves the right to fill the post by invitation.

VICE-PRINCIPAL (OPERATIONS AND FINANCE)

Queen's University invites applications or nominations for the position of Vice-Principal (Operations and Finance). The appointment, effective July 1, 1995, will be for a five-year period and may be renewed. This position has been newly created to bring financial and service operations of the University within a single portfolio.

Queen's University is situated in Kingston, an attractive and historic city with an area population of approximately 125,000. The city, roughly equidistant from Toronto, Ottawa and Montreal, enjoys an abundance of cultural and recreational activities. The University has a student enrolment of 13,000 full-time and 4,000 part-time with approximately 1,000 faculty and 2,000 staff.

Reporting directly to the Principal, the Vice-Principal (Operations and Finance) will serve as a key member of the senior management team. Primary responsibilities of the Vice-Principal will include financial services, human resources, purchasing, benefits and campus services. The Vice-Principal will work closely with the Vice-Principal (Academic) and Vice-Principal (Research) to merge financial resources with the teaching and research mission of the University.

The successful candidate will have substantial administrative experience in the areas of finance and resource management.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three referees should be sent no later than December 19, 1994 to:

William C. Leggett
Principal and Vice-Principal
Richardson Hall, Room 206
Kingston, CANADA K7L 3N6

VICE-PRINCIPAL (RESEARCH)

Queen's University invites applications or nominations for the position of Vice-Principal (Research). The appointment, effective July 1, 1995, will be for a five-year period and may be renewed. The Vice-Principal will be expected to provide strong leadership in the development and promotion of research.

The University is located in the historic City of Kingston, Ontario and has a student enrolment of 13,000 full-time and 4,000 part-time with approximately 1,000 faculty and 2,000 staff. The city enjoys an abundance of cultural and recreational activities.

Reporting directly to the Principal, the Vice-Principal (Research) will serve as a key member of the senior management team. Primary responsibilities of the Vice-Principal will include promotion and facilitation of research initiatives, establishing and maintaining national and international university/industry research liaisons, coordination of research activities and services, and the support of research infrastructure and facilities. The Vice-Principal will work closely with the Vice-Principal (Academic) and Deans to effectively integrate research activities and teaching.

The successful candidate will have had substantial administrative experience and will have demonstrated excellence in teaching and research.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three referees should be sent no later than December 19, 1994 to:

William C. Leggett
Principal and Vice-Chancellor
Richardson Hall, Room 206
Queen's University
Kingston, CANADA K7L 3N6

The University of Auckland - New Zealand

Lectureships in Architecture

Electronic Visual Communications & Architectural Technology
Department of Architecture

The Department of Architecture has a long established BArch degree programme, that has national and international professional recognition. In addition, it also offers postgraduate degrees of MArch, MPhilSc and PhD. The Department has studio and laboratory facilities used for teaching and research, and also shares an electronic audio-visual facility, wood and metal workshop, photographic unit and branch library with the Departments of Property and Planning. Applications are invited for two vacant Lectureships in the areas of architectural technology, and in electronic visual communications. Appointees who do not already hold a PhD will be expected to commence research for the degree shortly after taking up duties. A fractional half-time appointment may be considered.

Electronic Visual Communication

Vacancy UAC.499

Applicants are sought who are able to contribute to, and develop, an established innovative computer-based visual communications programme. They should hold an appropriate degree, preferably in architecture and at a postgraduate level, and have a demonstrated interest in, and commitment to, architectural education. The successful candidate will be expected to develop research and teaching in this area, contribute to teaching at undergraduate and postgraduate levels, and to teaching in other areas of the Department's programmes, particularly architectural design, in both studio and computer-based applications. Experience and expertise in both the technical and production aspects of electronic visual communication will be an advantage, as will be abilities in interactive computer programming, computer rendering, and familiarity with Internet networks.

Architectural Technology

Vacancy UAC.500

Applicants are sought who have a strong commitment to architectural education and research, able to teach in the area of architectural construction broadly conceived, and its integration into architectural design.

Applicants should hold a degree in architecture, preferably a higher degree, and possess a recognised research record and/or accomplished professional achievements in architectural practice. The successful applicant will be expected to develop research and teaching programmes in the area of architectural technology, contribute to undergraduate and postgraduate teaching in this area, and to studio teaching in architectural design.

Commencing salaries will be established within the range NZ\$39,500 - NZ\$50,000 per annum.

Closing date: 16 January 1995.

Lectureship in Anthropology

Department of Anthropology

Vacancy UAC.516

The University of Auckland seeks a Social Anthropologist for a tenurable Lectureship in the Department of Anthropology. Applicants should have research interests in such contemporary regional processes as state formation and disintegration; transnational or multi-state networks; the recent emergence of supralocal and overseas communities; migration, urbanisation; ethnicity; border studies; or other phenomena of comparably wide regional scale. The successful candidate should have skills in a variety of contemporary theoretical perspectives; applications from scholars with additional experience and skills are also welcome. A research commitment to the Pacific is required, with a preference for Southeast Asia, East Asia or Australia. PhD and a demonstrated capacity for research and publication are required.

The Department of Anthropology has 22 tenured academic appointments in archaeology, biological anthropology, ethnomusicology, linguistics and social anthropology. Current academic and technical staff have a strong focus in the tropical Pacific Islands, New Zealand, Australia and Island Southeast Asia, benefiting as much as possible from the unique opportunities presented by Auckland's locale. Close academic links exist between the Department and the Centre for Pacific Studies, the Centre for Asian Studies, the Department of Maori Studies, the Polynesian Society, and the Journal of the Polynesian Society. The Department regularly hosts international visiting scholars and sponsors weekly seminars in General Anthropology, Social Anthropology, Archaeology, and Linguistics. The Department has substantial resources including technical support, a library, computer network, Photographic Archive, Archive of Maori and Pacific Music, Centre for Archaeological Research, research laboratories, and a range of audio-visual and field equipment.

Commencing salary will be established within the range NZ\$39,500 - NZ\$50,000 per annum.

Closing date: 30 January 1995.

Chair in Surgery/Chief of Surgical Services

Carrying with it Headship of the Department of Surgery
School of Medicine

Vacancy UAC.514

The University of Auckland School of Medicine is offering a second Chair in Surgery which will carry with it the Headship of the Department of Surgery. Applications are invited from candidates qualified in general surgery, any surgical specialty or sub-specialty.

The Department of Surgery is based primarily in the Central Auckland Crown Health Enterprise but has staff at both the North West and the South Auckland Crown Health Enterprises. The Department has a major responsibility for teaching and examining in the undergraduate medical course as well as being a focus for vocational training in surgery. The Department must make a significant contribution to basic and clinical research in a number of areas.

Candidates must hold a recognised postgraduate qualification in Surgery. They must have the ability to provide clinical leadership both within their special area and within the surgical community in Auckland, and must have the ability to lead research activities in Surgery undertaken by other members of the academic staff of the Department. Clinical duties of up to 5/10 will be required.

Commencing salary will be established within the range of NZ\$102,960 - NZ\$112,840 per annum (under negotiation).

Closing date: 7 February 1995.

Chair in Language Learning & Teaching

Faculty of Arts

Vacancy UAC.512

The Faculty of Arts offers courses to Doctoral level in Greek and Latin, French, Italian, Spanish, German, Russian, Chinese, Indonesian, Japanese, Maori and English, Korean, Scandinavian Studies/Swedish, Dutch, Samoan, Hebrew and Croatian can be studied to lower levels. There are plans to increase the range of Pacific Island languages. There is an expanding programme in English as a Second Language. Postgraduate Diplomas in English Language Teaching and in Translation. An interdepartmental programme in Linguistics is being developed.

The study of languages within the humanities represents a particular strength of The University of Auckland, and the University and the Faculty are committed to the further development of the University as a centre of excellence in language learning, teaching and research. It is expected that the Professor of Language Learning and Teaching will exercise strong leadership in that development, co-ordinating existing programmes and initiating new ones, fostering the professional status of language teaching by strengthening its disciplinary base, promoting closer links between language teachers and linguists in interdepartmental co-operation.

Applicants must be outstanding scholars in the field of language learning and teaching with special reference to foreign and/or second languages, including English, with teaching practice in at least one of the languages taught in the Faculty, and with an established reputation for on-going research in higher chosen discipline or sub-discipline, eg assessment of research methodology. A sound academic training in linguistics is highly desirable, as is familiarity with technological aids to language learning, especially computer-assisted language learning.

The appointment will combine promotional and developmental work in Language Education with research and teaching in that University Department most relevant to the appointee's background and expertise.

Commencing salary will be established within the range NZ\$80,000 - NZ\$100,000 per annum.

Closing date: 16 January 1995.

Chair in Community Paediatrics (Medical)

Department of Paediatrics, School of Medicine

Vacancy UAC.515

This is a new Chair within the Department of Paediatrics and, in association with Manukau Health, will be located at Middlemore Hospital, a major teaching hospital associated with the School of Medicine. The appointee will have clinical responsibilities of up to 5/10ths at Middlemore Hospital.

The Department of Paediatrics is sited within the only Children's Hospital in New Zealand. The Department plans a major emphasis in Community Paediatrics, and it is anticipated that the Chair will provide leadership and a focus for this development. The Department employs about 80 personnel and is one of the major Departments of the School of Medicine. Most of the staff are housed in the Starship Children's Hospital, which is adjacent to the School of Medicine and within walking distance of the main University campus. A section of the Department is sited at National Women's Hospital and the Community Paediatrics programme will be centred on Middlemore Hospital.

The Department has a major interest in research, both basic and applied, attracting one of the largest external research allocations of any university department in New Zealand.

Candidates must hold a higher qualification in Paediatrics. They must have an interest in and be prepared to undertake a leadership role in community paediatrics in Auckland, have an understanding of the needs of children in a multi-cultural environment, and must have a demonstrated research record in a related area of Community Paediatrics.

Commencing salary will be established within the range NZ\$102,960 - NZ\$112,840 per annum.

Closing date: 7 February 1995.

Dean of the School of Architecture Property & Planning

Vacancy UAC.517

Applications are invited from qualified people for the position of Dean of the Faculty of Architecture, Property & Planning. The position is available for an initial period of five years, is renewable for a further period of five years and carries an appointment at Chair level in one of the three departments making up the School. Applicants must have gained distinction in academic life and in research and, at the same time, have demonstrated potential for university administration and leadership. Assistance to enable ongoing research will be provided.

Commencing salary will be established within the range NZ\$80,000 - NZ\$100,000 per annum.

Closing date: 16 January 1995.

Conditions and Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, phone 64-9-373 7999 ext 5790, 5937 or 5789, fax 64-9-373 7023. Three copies of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR



New Zealand

The University of Auckland

The University has an equal opportunities policy and welcomes applications from all qualified persons

pelence in the various facets of periods of American literature. Applicants should hold a completed PhD or should be completing the PhD very soon. Publications and teaching experience are desirable. We are looking for evidence and strong promise of substantial scholarly achievement and excellent teaching. Applicants should include curriculum vitae, a description of interests, academic transcripts and three letters of reference. Other pertinent materials (copies of publications, samples of scholarly writing, evidence of teaching ability, etc.) are also welcome as part of the application. Applications and letters should be sent to: G. David Shest, Chair, Department of English, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec H3G 1M8. Completed applications and letters must be received by November 30, 1994. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority. SAINT MARY'S UNIVERSITY - The Department of English invites applications for a tenure-track position at the rank of Assistant Professor. Candidates should hold a PhD with a specialization in post-colonial literature. Teaching duties will include introductory courses in composition and literature. The effective date of appointment is September 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples with disabilities, other visible minority groups and women. Applicants should send a curriculum vitae, academic transcripts, and three letters of reference to Dr. W.R. Katz, Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Deadline for accepting applications is November 30, 1994.

ENVIRONMENTAL STUDIES

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two-thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). As an institution with a new program within an interdisciplinary Faculty and one of five areas of emphasis at UNBC, the Environmental Studies Program represents a major integrating unit within the university. The program encompasses social, political, ethical and scientific aspects of the environment and offers an undergraduate BSc in Environmental Studies, a BSc in Environmental Science (including a major in Regional Planning) and an MSc in Environmental Studies. The Chair of Environmental Studies will possess a PhD in a relevant discipline, have an established research record and have a strong commitment to teaching. You should have membership in the Canadian Institute of Planning or have academic and/or administrative experience in the planning area. Sensitivity to, and an understanding of, the social context of environmental and natural resource issues is required. The appointment will commence July 1, 1995, and qualifications for appointment at the full professor level are expected. Please forward your resume along with the names of three references to: Ref. No. 94-ES-1, Dr. Fred Gilbert, Dean of Natural Resources and Environmental Studies, c/o Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 2Z9. Tel: (604)960-5685. This position is subject to budgetary approval. Closing date for applications is December 15, 1994. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

FRENCH

UNIVERSITÉ DE TORONTO - Le Département d'études françaises de l'Université de Toronto sollicite des candidatures pour un poste de professeur/adjoint(e) en linguistique menant à la permanence. Description du poste: Enseignement de linguistique et langue française au premier cycle; enseignement de la langue française au deuxième cycle; direction de la recherche; engagement dans la recherche; participation aux comités du collège ou vous serez affecté(e) au département. Exigences: doctorat en linguistique, publications, excellente connaissance de la langue française, aptitude au travail en équipe. Le salaire minimum pour une professeur/adjoint(e) en 1994 est de \$38,200. Date d'entrée en fonction: 1er juillet 1995. Prière de faire parvenir un c.v. accompagné de vos publications et de trois lettres de recommandation avant le 2 décembre 1994 à M. Paul J. Perron, directeur, Département d'études françaises, Université de Toronto, 7 King's College Circle, Toronto, Ont. M5S 1A1. L'Université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles et de personnes handicapées, ainsi que toute autre personne ayant les titres et les qualifications exigés. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

QUEEN'S UNIVERSITY - Le Département d'études françaises de l'Université Queen's à Kingston met en concours un poste de professeur adjoint pouvant conduire à la permanence. Les candidats doivent détenir un doctorat et pouvoir démontrer leur aptitude à la recherche et leur efficacité dans l'enseignement à tous les niveaux. Le département cherche des candidats possédant des qualifications en linguistique (de préférence en syntaxe). Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens/à résidents(e)s et aux résidents(e)s permanents(e)s. L'Université Queen's prône une politique d'équité en matière d'emploi et invite des candidatures de personnes qualifiées, en particulier de femmes, d'autochtones, de personnes handicapées et de membres de minorités visibles. Salaires: selon l'expérience. Date d'entrée en fonction: 1er juillet 1995. Date limite pour les candidatures: le 15 décembre 1994. L'attention de ce poste est sujette à l'approbation du budget. Les candidats sont priés d'envoyer un curriculum vitae et de faire parvenir directement les lettres de recommandation à: J.J. Hamm, Directeur, Département d'études françaises, Queen's University, Kingston, Ontario K7L 6N1.

QUEEN'S UNIVERSITY - Le Département d'études françaises de

Université Queen's à Kingston met en concours un poste au rang de professeur adjoint pour conduire la performance. Les candidats doivent détenir un doctorat en histoire ou en géographie et la recherche à leur efficacité dans l'enseignement à tous les niveaux. Le département cherche des candidats/les personnes possédant des qualifications en littérature de la francophonie (des Français à l'Université). Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens/citoyennes permanents/les résidents permanents de l'Université Queen's. Une politique d'équité en matière d'emploi en matière de candidats de diverses origines, en particulier de femmes, d'autochtones, de personnes handicapées et de membres de minorités visibles. Salaire: selon l'expérience. Dates limites pour les candidatures: le 15 décembre 1994. L'attribution de ce poste est sujette à l'approbation du budget. Les candidats sont priés d'envoyer un curriculum vitae et de faire parvenir les lettres de recommandation à: J.J. Hamm, Directeur, Département d'Études Françaises, Queen's University, Kingston, Ontario K7L 4V1.

GEOGRAPHY
The Department of Geography of Brock University invites applications for a probationary (tenure-track) appointment in Physical Geography at the rank of Assistant Professor, effective July 1, 1995 and subject to budgetary approval. A completed PhD with specialization in Geography is required, together with evidence of demonstrated teaching and research experience. The person appointed will be expected to develop and teach undergraduate courses in the field of biogeography, contribute to the development of the Physical Geography program, and develop an active and externally funded research program in Biogeography, and contribute to the college life of the department. Applicants should submit a curriculum vitae and three references, and selected reprints and proposals of publications to: Professor Keith Tinker, Chair, Department of Geography, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive equity policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

GEOLOGICAL SCIENCES
UNIVERSITY OF BRITISH COLUMBIA
The Department of Geological Sciences at The University of British Columbia invites applications for a tenure-track position in structural geology. Candidates using innovative modeling, experimentation, and/or measurements in field oriented research programs are encouraged to apply. We are especially interested in supporting Departmental research strengths in fluid-rock interaction and chemical geology. Areas of particular interest include mineral deposits systems, but welcome all applicants with a specialization in structural geology. The chief criterion for selection is demonstrated excellence in the chosen field. The candidate is expected to develop a strong research program and to participate in teaching and supervising our geological students and geophysics engineering programs. The appointment will be at the level of Assistant Professor beginning July 1, 1995 and is subject to final budgetary approval. Salary will be commensurate with education and experience. A PhD is required. Applicants should send a curriculum vitae, a statement of current and future research interests, selected reprints/preprints and the names of three references to: Prof. Susan W. Kienast, Head, Department of Geological Sciences, The University of British Columbia, 6339 Stores Road, Vancouver, British Columbia V6T 1Z2. The application deadline is February 15, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

HEALTH STUDIES & GERONTOLOGY
UNIVERSITY OF WATERLOO - Health Studies and Gerontology
The Department of Health Studies and Gerontology is an interdisciplinary department uniting research in biological and behavioural sciences in the study of disease prevention, health promotion, and aging. The department has established B.Sc., M.A., M.Sc., and Ph.D. programs. Opportunities exist for the development of collaborative activities across the university and with external health agencies. The department has a tenure-track opening for a behavioural or social scientist with strong interest in population health and health promotion. Of particular interest are individuals with a research focus on community health behaviour change. An interest in aging would be an asset. Applicants should have a PhD or equivalent and a demonstrated commitment to both funded research and teaching. An appointment at the rank of Assistant or Associate Professor is anticipated, although exceptional candidates may be considered at a lower level. Salary starting at \$35,000 in July 1, 1995. Send curriculum vitae and a statement of research interests to: Dr. R. Roy, Chair, Health Studies and Gerontology, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women, aboriginal people, visible minorities, native peoples, and persons with disabilities.

HISTORY
SIMON FRASER UNIVERSITY - Modern Chinese History. The Department of History at Simon Fraser University invites applications for a tenure-track position in Modern Chinese History. M.A. or Ph.D. required. The appointment will be made at the rank of Assistant Professor. The position will match qualifications. This position is subject to budgetary approval. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate courses in Asian Modern Chinese history and will be expected to develop a strong research program in his/her area of specialization. In accordance with immigration requirements, this advertisement is directed to individuals eligible for employment in Canada at the time of the application. Simon Fraser University is committed to a positive equity policy in employment and offers equal employment opportunities to all qualified applicants. Closing date for receipt of applications: December 15, 1994. Applicants should send a curriculum vitae and three references to: Dr. Paul Edward Dutton, Chair, Department of History, Simon Fraser University, Burnaby, BC V5A 1S6.

THE UNIVERSITY OF REGINA
The Department of History invites applications for a tenure-track position in Ancient History at the Assistant Professor level. The position is subject to budgetary approval, will commence July 1, 1995. Applicants should have their PhD completed or well in hand. We are especially interested in individuals with the ability to teach in a second field. Applicants should submit a curriculum vitae and arrange for three letters of reference to be forwarded to: the Registrar, Department of History, University of Regina, Regina, Saskatchewan S4S 0A2, Canada. Closing date for applications: January 31st, 1995.

UNIVERSITY OF OTTAWA - 1. The Department of History of the University of Ottawa invites applications for a tenure track position in Post-Confederation Canadian History with preference for diplomatic, intellectual, military, or political themes. The candidate should also be capable of teaching courses in American History at the university level. 2. Starting date: January 1, 1995. 3. Requirements: PhD. Publications and teaching experience preferred. The candidate will be initially required to teach in English. A second language is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to the Secretary, Canadian History Search Committee, Department of History, University of Ottawa, Ottawa, Ontario K1N 6N5. 6. Deadline for applications: December 15, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy. The University strongly encourages applications from women.



Acadia University Wolfville, N.S. Dean of Arts

Acadia University invites applications or nominations for the position of Dean of Arts which will become vacant on 1 July 1995. The Faculty of Arts offers degree programs leading to the Bachelor of Arts, Bachelor of Arts (Hons.), Bachelor of Music, Bachelor of Music Education and Master of Arts. The Faculty's programs are firmly rooted in Acadia University's high quality liberal education traditions.

There are 92 full-time equivalent faculty positions, 12 Departments, Schools and programs, 1272 undergraduate and graduate students in the Faculty.

Reporting to the Vice President (Academic) and Provost, the Dean is expected to provide strong and imaginative leadership in teaching and research, management of faculty resources and planning for the future. Candidates for the Deanship must have a doctorate, a record of scholarly achievement and successful experience in academic administration.

Written nominations or applications for this position, accompanied in the latter case by a curriculum vitae and the names of three referees, should be sent no later than 1 December 1994 to:

Dr. Cecil A. Abrahams, Vice President (Academic) and Provost, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Telephone (902) 542-2201; Fax (902) 542-1516.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.



TENURE TRACK APPOINTMENTS, 1995-96

YORK UNIVERSITY, Faculty of Education invites applications for two new tenure-track positions:

THE POSITIONS:
Inclusive Education
Leadership - Schooling and Social Change

THE CONTEXT:
The Faculty of Education offers innovative field based pre-service and in-service teacher education programs. It has a well regarded graduate program which is planning for expansion. The Faculty values collaboration and an interdisciplinary understanding of education. Its staffing model enables tenure-track faculty members to work with expert educators seconded from their school boards and with faculty from departments across the University. The York campus is ideally situated at the northern boundary of Metropolitan Toronto, close to exciting educational settings with diverse students and programs. The Faculty is committed to addressing issues of social difference based on race, sex, ethnicity, gender, social class and ability.

THE CANDIDATES:
Preferred candidates will have completed a doctorate with strong academic credentials related to one or more of the above positions. Candidates must present evidence of the ability to: establish a strong program of scholarly research; provide excellent leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the university and be actively involved in the field of education.

THE APPOINTMENTS:
While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. All positions would normally commence by September 1, 1995.

York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The positions are subject to final budgetary approval by the University. Possibilities may arise for a joint appointment with another Faculty at York.

APPLICATIONS:
Letters of application, including an up-to-date curriculum vitae and the names/addresses of three or more referees should be submitted to:
Dr. Stan Shapson, Dean of Education, York University
4700 Keele Street, North York, Ontario M3J 1P3

CLOSING DATE: Applications will be accepted until November 30, 1994.

GEOLOGICAL SCIENCES
UNIVERSITY OF BRITISH COLUMBIA
The Department of Geological Sciences at The University of British Columbia invites applications for a tenure-track position in structural geology. Candidates using innovative modeling, experimentation, and/or measurements in field oriented research programs are encouraged to apply. We are especially interested in supporting Departmental research strengths in fluid-rock interaction and chemical geology. Areas of particular interest include mineral deposits systems, but welcome all applicants with a specialization in structural geology. The chief criterion for selection is demonstrated excellence in the chosen field. The candidate is expected to develop a strong research program and to participate in teaching and supervising our geological students and geophysics engineering programs. The appointment will be at the level of Assistant Professor beginning July 1, 1995 and is subject to final budgetary approval. Salary will be commensurate with education and experience. A PhD is required. Applicants should send a curriculum vitae, a statement of current and future research interests, selected reprints/preprints and the names of three references to: Prof. Susan W. Kienast, Head, Department of Geological Sciences, The University of British Columbia, 6339 Stores Road, Vancouver, British Columbia V6T 1Z2. The application deadline is February 15, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

HEALTH STUDIES
UNIVERSITY OF WATERLOO - Health Studies and Gerontology
The Department of Health Studies and Gerontology is an interdisciplinary department uniting research in biological and behavioural sciences in the study of disease prevention, health promotion, and aging. The department has established B.Sc., M.A., M.Sc., and Ph.D. programs. Opportunities exist for the development of collaborative activities across the university and with external health agencies. The department has a tenure-track opening for a behavioural or social scientist with strong interest in population health and health promotion. Of particular interest are individuals with a research focus on community health behaviour change. An interest in aging would be an asset. Applicants should have a PhD or equivalent and a demonstrated commitment to both funded research and teaching. An appointment at the rank of Assistant or Associate Professor is anticipated, although exceptional candidates may be considered at a lower level. Salary starting at \$35,000 in July 1, 1995. Send curriculum vitae and a statement of research interests to: Dr. R. Roy, Chair, Health Studies and Gerontology, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women, aboriginal people, visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF REGINA
The Department of History invites applications for a tenure-track position in Ancient History at the Assistant Professor level. The position is subject to budgetary approval, will commence July 1, 1995. Applicants should have their PhD completed or well in hand. We are especially interested in individuals with the ability to teach in a second field. Applicants should submit a curriculum vitae and arrange for three letters of reference to be forwarded to: the Registrar, Department of History, University of Regina, Regina, Saskatchewan S4S 0A2, Canada. Closing date for applications: January 31st, 1995.

VICE-PRESIDENT (ACADEMIC)

The University of New Brunswick invites applications for the position of Vice-President (Academic).

The Vice-President (Academic) is responsible for academic leadership and for administration of the academic affairs of the Fredericton campus, where over 500 faculty members offer a range of undergraduate and graduate programs in Faculties of Administration, Arts, Computer Science, Education, Engineering, Forestry and Environmental Management, Law, Nursing, Physical Education and Recreation and Science. In addition the Vice-President is responsible for the Library, the Department of Extension and Summer Session, the office of the Registrar, and enrolment management.

The appointment commences 1 July 1995 for a term of five years.

Applications and nominations, including a curriculum vitae and brief statement of qualifications and achievements, should be submitted by 31 December 1994 to:

R.L. Armstrong, President
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick
E3B 5A3

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



THE UNIVERSITY OF NEW BRUNSWICK
IS COMMITTED TO THE PRINCIPLE OF
EMPLOYMENT EQUITY.

UNIVERSITY OF NEW BRUNSWICK

UNIVERSITY OF OTTAWA - 1. The Department of History of the University of Ottawa invites applications for a tenure track position in Post-Confederation Canadian History with preference for diplomatic, intellectual, military, or political themes. The candidate should also be capable of teaching courses in American History at the university level. 2. Starting date: January 1, 1995. 3. Requirements: PhD. Publications and teaching experience preferred. The candidate will be initially required to teach in English. A second language is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to the Secretary, Canadian History Search Committee, Department of History, University of Ottawa, Ottawa, Ontario K1N 6N5. 6. Deadline for applications: December 15, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy. The University strongly encourages applications from women.

JAPANESE
QUEEN'S UNIVERSITY in Kingston, Ontario invites applications for a contract position to teach Japanese language beginning on September 1, 1995. The position requires teaching introductory Japanese through the second semester of the academic year, and teaching, on an as-needed basis, Japanese during the summer months. The position requires a minimum of a Master's degree in a relevant field. The starting annual contract rate will be \$23K. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position will be employment equity programme, welcomes applications from all qualified persons, including women, aboriginal people, visible minorities, and persons with disabilities. Please send c.v. and names of three references to: W.J. Richardson, Associate Dean, School of Business, Queen's University, Kingston, Ontario, Canada K7L 3N6. TEL: (613) 545-2306 or FAX: (613) 545-2313.

LANGUAGE ARTS
UNIVERSITY OF MANITOBA
Applications are invited for a tenure-track position at the Assistant Professor rank in the Teaching of Reading/Language Arts. The successful candidate should have successful teaching experience in the field, a completed or nearly completed PhD, and a strong commitment to research in undergraduate and graduate courses in reading/language arts with particular reference to the Early, Middle or Senior Years; (2) working collaboratively as a member of a program team; (3) carrying out an active research program in reading/language arts; (4) advising graduate students in reading/language arts; (5) participating in service activities; and (7) serving as an active liaison between the Faculty and other university departments, including professionals, school divisions and agencies such as the provincial department of education. Salary is dependent on qualifications and experience (1994/95 salary range \$33,312 to \$47,500). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a more free environment, safe for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae, transcripts, and three letters of reference should be forwarded to: Dr. Jean Walters, Department of Curriculum and Instruction, University of Manitoba, R3T 2N2. The closing date for receipt of applications is January 15, 1995. Starting date will be August 1, 1995.



DEAN OF THE FACULTY OF MEDICINE

Nominations and applications are invited for the position of Dean of the Faculty of Medicine of McGill University. The appointment, effective June 1, 1995, is normally for a five-year term and may be renewed.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of the academic programs, budgets and all activities of the Faculty of Medicine. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

McGill University is Committed to Equity in Employment.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names and addresses of three referees, and should be submitted by December 1, 1994 to:

Dr. T.H. Chan
Vice-President (Academic)
McGill University
845 Sherbrooke Street West
Montreal, QC H3A 2T5

LAW

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Law has the University of New Brunswick invites applications for one tenure-track position, effective July 1, 1995, subject to satisfactory approval. Current salary ranges are competitive. Normally, applicants should be at the rank of Assistant Professor. UNB's Faculty of Law, founded in 1892, has 19 faculty members and a student body of 1000. The Faculty is home base to the UNB Law Journal and the Canadian Bar Review. The Faculty invites applications from candidates with graduate degrees, and with a strong commitment to teaching and research. The University of New Brunswick is committed to a policy of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Bilingualism would be an asset as there is opportunity to teach in French. Applicants should send a complete curriculum vitae, including representative samples of research activity, a statement of teaching and research interests, and the names, addresses and telephone numbers of three referees to: Dean Wake MacLachlan, Faculty of Law, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. Fax: (506) 453-4004. Applications should be received by January 6, 1995.

MARKETING

SAINT MARY'S UNIVERSITY - Department of Marketing. Applications are invited for a tenure-track position with the possibility of conversion to a tenure-track appointment pending university approval. Courses may include introductory marketing, industrial marketing, channels of distribution, and other undergraduate and graduate level subjects. Applicants holding or near completion of an appropriate PhD will be considered. Position effective September 1, 1995. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and persons with disabilities. Applications, curriculum vitae, university transcripts and letters of reference from three referees should be sent to: Dr. Linda Van Esch, Department of Marketing, Saint Mary's University, Halifax, NS B3H 3C3. Deadline for applications is October 15, 1994.

MATHEMATICS

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for a tenure-track appointment in Geometry at the level of Assistant Professor. Preference will be given to researchers in the areas of algebraic geometry, arithmetic algebraic geometry and differential geometry. The appointment is at the downtown (St. George) campus, to begin July 1, 1995. Candidates are expected to have at least three years experience in teaching and research after the PhD. It is desirable to demonstrate excellence in each. In particular, a candidate's research should clearly establish the ability to contribute original and independent contributions to Mathematics at the highest level. Salary is commensurate with qualifications. Applicants should send their complete CV including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. The successful candidate will have at least four letters of reference sent directly to Professor V. I. Ivi, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A5. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by December 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal people and persons with disabilities.

QUEEN'S UNIVERSITY - Department of Mathematics and Statistics. The Department will be making a renewable (tenure-track) appointment in Applied Mathematics at the Assistant or possibly Associate Professor level to begin July 1995. Membership or eligibility for membership in a Canadian professional engineering association is required. The Department is particularly interested in applicants in communications theory, information theory or fluid mechanics, but other areas will be considered. The successful applicant will have a strong research record, be expected to develop an independent research programme, be willing and competent to teach a broad range of applied mathematics courses, and supervise graduate students. Interested candidates should arrange that a curriculum vitae, a description of their teaching and research interests, at least three letters of recommendation, and copies of their three most significant publications arrive at the address below January 15, 1995. At least one letter should comment on the candidate's teaching. Professor Leslie Roberts, Associate Head, Department of Mathematics and Statistics, University of Kingston, Kingston, Ontario K7L 3N6. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. FAX: 613-545-2964; e-mail: MAST-DEPT@QUEEN.QUEEN.EDU

UNIVERSITY OF BRITISH COLUMBIA - The Mathematics Department is seeking an outstanding candidate for a tenure-track Assistant Professorship to begin July 1995. Our highest priority is for a candidate in either analysis or partial differential equations. Applicants should have a proven research record with high quality publications and have demonstrated interest and ability in teaching. Preference will be given to candidates who have one or more years of postdoctoral experience. This position is subject to final budgetary approval. Appointment may be considered at a higher or lower rank for an exceptionally well-qualified candidate. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor U. Haussmann, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before January 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF WESTERN ONTARIO - Department of Mathematics. Applications are invited for a tenure-track appointment at the Assistant Professor level. The successful candidate will be expected to contribute to the department's research program, supervise graduate students and teach. Candidates should have a PhD in Mathematics and a record of research showing close connections to one or more of the following fields: algebraic topology, algebraic number theory, algebraic groups, geometric complex analysis, operator algebras, and differential geometry. The successful candidate must have a demonstrated ability for creative and independent research, a strong publication record, and a commitment to and aptitude for teaching at all levels. Preference will be given to candidates who have completed a PhD degree within the past five years. The appointment is scheduled to begin on July 1, 1995. Applicants should forward a curriculum vitae and arrange for at least three letters of recommendation to be sent to: Professor Peter Cass, Chair, Department of Mathematics, Modesto College, University of Western Ontario, London, Ontario N6A 5B7 Canada. The closing date for receipt of applications is January 9, 1995. Positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people, and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA - The Mathematics Department is seeking an outstanding candidate for a tenure track Assistant Professorship to begin July 1995. Our highest priority is for a candidate in Mathematical Biology or Population Ecology. Applicants should have a proven research record of high quality and have demonstrated interest and aptitude for teaching. Preference will be given to candidates who have one or more years of postdoctoral experience. This position is subject to final budgetary approval. Appointment may be considered at a higher or lower rank for an exceptionally well-qualified candidate. A joint appointment with one of the Life Sciences, if appropriate, is a possibility. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor U. Haussmann, Head, Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before January 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

MATHEMATICS & STATISTICS

McMASTER UNIVERSITY - The Department of Mathematics & Statistics. McMaster University invites applications for a probationary tenure track Assistant Professorship starting July 1995. Candidates should have a PhD and proven research ability in applications to Partial Differential Equations or Differential Geometry, as well as capability in teaching. Salary is commensurate with qualifications. This position is subject to final budgetary approval. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to: Dr. E.T. Sawyer, Chair, Mathematics Department, McMaster University, Hamilton, Ontario, Canada L8S 4K1.

THE UNIVERSITY OF NEW BRUNSWICK - Department of Mathematics and Statistics invites applications for a tenure-track position, effective July 1, 1995. Candidates are expected to have a PhD in pure or applied mathematics or in related fields. The successful candidate will be expected to contribute to the department's research and teaching. The field of expertise is a largely open, subject to the criterion that preference will be given to candidates whose expertise could enable them to collaborate with research in the department. Salary will depend on the candidate's qualifications. This is a second year advertisement for 1995, in addition to the one advertised recently. Applicants for this position will be considered for the second, provided they meet the criteria. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applications together with CV and the names of three referees should be sent to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3; e-mail: jthompson@unb.ca; FAX: (506) 453-4004. The deadline for receipt of applications is January 6, 1995.

UNIVERSITÉ LAVAL - Département de Mathématiques et de Statistique. Poste de professeur titulaire en enseignement secondaire (Mathématiques). Le Département de mathématiques et de statistique sollicite des candidats pour un poste de carrière spécialement consacré aux mathématiques. Le candidat devra avoir une maîtrise en mathématiques. Enlève en Fonction: Le 1er Juin 1995. Fonctions: La fonction principale de la personne recrutée sera d'enseigner des cours de mathématiques de niveau secondaire et de superviser les étudiants du baccalauréat en mathématiques. Le candidat devra avoir la capacité de faire de la recherche en mathématiques. Pourvoir obtenir un doctorat serait également considéré. Faire la preuve, à la satisfaction du comité de sélection, de son intérêt pour la formation des maîtres du secondaire en mathématiques et de sa capacité à donner des cours de mathématiques adaptés aux futurs enseignants du secondaire. Avoir la capacité de faire de la recherche en mathématiques. Pourvoir enseigner en français. Seront considérées comme des atouts: une bonne connaissance du système d'enseignement secondaire au Québec, la capacité à s'intégrer aux équipes de recherche existantes au département, une formation complémentaire dans un domaine lié à l'enseignement secondaire. Information: L'Université Laval applique un programme d'admission égalitaire qui consensuelle la moitié des postes vacants à l'enseignement des femmes. Les candidatures féminines et les candidatures de jeunes présentant un grand potentiel sont particulièrement encouragées. Combinaison d'atouts et de genres précises en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. Le salaire est déterminé par la convention collective suivant l'ancienneté et le rang universitaire accordés. Les personnes intéressées sont priées de faire parvenir, avant le 31 janvier 1995, à l'adresse ci-dessous, une copie de leur curriculum vitae, des trois lettres de recommandation, et des références récentes ou tout autre travail de recherche et deux lettres de recommandation témoignage de leurs opinions professionnelles tant en recherche qu'en enseignement. Claude Lemstra, directeur, Département de mathématiques et de statistique, Université Laval, Sainte-Foy (Québec), Canada G1K 7P4.

UNIVERSITY OF REGINA FACULTY OF ADMINISTRATION

Applications are invited for tenure track positions in Marketing, Human Resource Management and Industrial Relations. Candidates should have completed or be near completion of Ph.D. Appointments which will commence July 1, 1995, will be made at the Assistant or Associate level. The Faculty of Administration offers a four year undergraduate program which has an optional co-op education component. The faculty also offers a part-time Masters of Administration degree. The above positions are subject to budget constraints. Applications should be sent to: Dr. John Turtle, Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Telephone (306) 585-4162; Fax (306) 585-4805. The University of Regina is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

of research in Mathematics Education with particular focus on research dealing with social/cultural issues and contextual influences on mathematics education. The position requires: 1. Teaching graduate courses in mathematics education and undergraduate courses in mathematics 2. Direction of graduate students in mathematics education 3. Contribution to scholarly research and teaching in mathematics education. The appointment commences on August 15, 1995. Candidates should send a curriculum vitae and arrange for three letters of recommendation to be sent prior to December 1, 1994 to: Dr. W. Belzmy, Chair, Department of Mathematics & Statistics, Concordia University, 7143 Sherbrooke St. W., Montreal, Quebec, Canada H3B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY - The Department of Mathematics & Statistics. The University of Concordia is seeking to fill a tenure track position in Actuarial Mathematics at the Assistant Professor level starting August 15, 1995. Duties will include undergraduate and graduate level teaching, research and participation in the administration and expansion of the actuarial program. Interested candidates should send a curriculum vitae and a brief description of field of interest and arrange for three letters of recommendation to be sent prior to December 1, 1994 to: Dr. M. Chiriac, Chair, Department of Mathematics & Statistics, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, Canada H3B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY - Department of Mathematics & Statistics. The Department invites applications for a tenure-track appointment in Mathematics Education. The appointment is to support its Master in Teaching of Mathematics, a programme aimed at increasing the professionalism of teachers. Applicants must have a doctorate in Mathematics or in Mathematics Education with a strong mathematics background. A proven record

of research in Mathematics Education with particular focus on research dealing with social/cultural issues and contextual influences on mathematics education. The position requires: 1. Teaching graduate courses in mathematics education and undergraduate courses in mathematics 2. Direction of graduate students in mathematics education 3. Contribution to scholarly research and teaching in mathematics education. The appointment commences on August 15, 1995. Candidates should send a curriculum vitae and arrange for three letters of recommendation to be sent prior to December 1, 1994 to: Dr. W. Belzmy, Chair, Department of Mathematics & Statistics, Concordia University, 7143 Sherbrooke St. W., Montreal, Quebec, Canada H3B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

MEDICAL RESEARCH

UNIVERSITY OF TORONTO - Ch. Best Postdoctoral Fellowship. Molecular and genetic research in the areas of diabetes, cancer, and AIDS. The position involves a hormone action, transcription and translation, membrane transport, neurobiology, cancer, and AIDS. Available in the Spring and Best Department of Medical Research, University of Toronto for two years after July 1, 1995 with a complete stipend. Available to a new PhD or candidate with less than two years postdoctoral training by June 30, 1995. Send curriculum vitae, academic transcripts and letters of reference, before January 15, 1995, to: Dr. David H. MacLennan, Chair, Department of Medical Research, Best Department of Medical Research, University of Toronto, Toronto, Ontario, Canada M5S 1A5.

UNIVERSITY OF MANITOBA - Faculty of Medicine. The Department of Pediatrics and Child Health, University of Manitoba, and the Health Sciences Centre are seeking a contingent geographical fulltime

Pediatric Neurologist at the rank of Associate Professor to join the Section of Pediatric Neurosciences. The University has a fully accredited training program in Pediatric Neurosciences. The position requires: 1. Teaching graduate courses in Neurology and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Neurology by the Royal College of Physicians and Surgeons of Canada is preferred. The candidates should have basic research and clinical investigation interests, in addition to clinical expertise. Candidates must also participate in the educational programs of undergraduate medical students, postgraduate pediatric residents and neurology fellows. Two teaching hospitals, the Children's Hospital and St. Boniface General Hospital, form the clinical base of the Section. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send their curriculum vitae, together with names and addresses of three referees to: Dr. F. Booth, Acting Associate Professor, Department of Pediatrics, Children's Hospital, 840 Sherbrook Circle, Winnipeg, Manitoba, Canada R3A 1S1. Deadline for receipt of applications is November 30, 1994.

UNIVERSITY OF CALGARY - Gastrointestinal Research Group invites applications for a full-time academic position. The position is for a postdoctoral fellow or higher for a basic scientist with expertise in regulation of intestinal smooth muscle or mucosal function. Duties include teaching and graduate student supervision. The position is for a two-year period with two years' postdoctoral training, and a proven record of excellence in research, interest in the influence of various cytokines, growth factors and inflammatory mediators on smooth muscle or mucosa is preferred. Applications are encouraged from pharmacologists and physiologists studying smooth muscle or mucosal function at the cellular and molecular levels. Academic appointment will be with an appropriate department of the Faculty of Medicine.

Mechanical Engineering, University of New Brunswick

Applications are invited for a one year term replacement position at the Assistant Professor level starting 1 January 1995. The term may be extended for a further one year. The department is looking for teaching and research expertise in thermodynamics and heat transfer. Candidates should have completed a Ph.D. degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching and research. Applications with a curriculum vitae and the names of three referees should be sent to: Dr. H.G. Davies, Chair, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of New Brunswick is committed to the principle of employment equity.

Laurentian University Université Laurentienne

Le département de mathématiques et d'informatique sollicite des candidatures pour un poste menant à la permanence en mathématiques commençant le 1^{er} juillet 1995. Les candidat(e)s devront détenir un Ph.D. en mathématiques et posséder une expérience ou des capacités reconnues en recherche. La préférence sera accordée aux candidat(e)s dont les domaines de recherche sont l'analyse opérationnelle, l'analyse numérique, la recherche opérationnelle ou la statistique. Le (La) candidat(e) choisi sera tenu, entre autres, d'enseigner un cours d'analyse numérique de troisième année. Il serait donc important qu'il (elle) ait lui (elle)-même suivi des cours d'analyse numérique du niveau de deuxième ou troisième cycle. La capacité d'enseigner l'informatique serait un atout. Le département offre des grades de premier cycle en mathématique et en informatique et offrira bientôt un programme de maîtrise. Conformément à la politique du bilinguisme de l'Université Laurentienne le bilinguisme passif (français/anglais) est une condition d'obtention de la permanence. L'Université offre gracieusement à ses professeur(e)s des cours de langue seconde. En conformité avec les exigences canadiennes de l'immigration, la préférence sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanents. L'Université Laurentienne applique une politique d'équité dans l'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Ce poste est sujet à l'approbation budgétaire. Faire parvenir avant le 31 janvier un curriculum vitae et le nom de trois références à:

Dr. Osman Abou-Rabia
Directeur
Département de mathématiques et d'informatique
Université Laurentienne
Sudbury, Ontario P3E 2C6
e-mail: chair@ramsey.cs.laurentian.ca

UNIVERSITY OF WINDSOR VISITING HUMANITIES FELLOWSHIPS 1995-1996

Applications are invited for Visiting Humanities Fellowships, tenable at the University of Windsor in the 1995-96 academic year. Scholars with research projects in traditional humanities disciplines or those examining theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will appeal to sabbaticants and those holding research grants, including Post-doctoral awards. Applicants must hold a doctorate or the equivalent in experience, research and publications.

The Fellowship is tenable at the University of Windsor for a period of four months to one year. No stipend is attached to the Fellowship. The Humanities Research Group will provide office space, university affiliation, library privileges and assist Fellows in establishing contacts with individuals, groups, libraries and institutions in the Southwestern Ontario/Michigan region.

There is no application form. Letters of application, including a curriculum vitae, one page abstract and detailed description of the research project and the names and current addresses of three referees should be forwarded to:

Dr David Klinck, Acting Director,
Humanities Research Group,
University of Windsor,
401 Sunset Avenue,
Windsor, Ontario N9B 3P4,
Telephone (519) 253-4232 ext. 3508; fax (519) 973-3620.

Deadline for applications is January 16, 1995.

UNIVERSITY OF ALBERTA The Division of Neurology within the Department of Medicine at the University of Alberta seeks a fulltime academic Neurologist for the Neurophysiology Laboratory. Candidates will be eligible for licensure in the Neurology examination administered by the Royal College of Physicians and Surgeons of Canada or the American Neurology Board. Required qualifications also include clinical research experience in epilepsy and EEG's. This is an academic position within the Department of Medicine at the University of Alberta; the successful candidate will be appointed at the appropriate rank and salary. Associate Professor \$39,230-\$55,526, Associate Professor \$48,572-\$69,664, Professor \$60,355 upward) with the opportunity for salary review to match current earnings. Clinical earnings and support services managed by a successful practice plan. The EEG facilities include a modern open-

Salaries are competitive and will partly depend on the experience and qualification of the appointee. Applications should be sent to The Personnel Director, The Aga Khan University, PO Box 3500, Stadium Road, Karachi 74800, Pakistan, with a copy to Appointment (43182), Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF, UK (tel. +44 171 387 8572 ext. 206; fax: +44 171 383 0368; email apcu.acu@ucl.ac.uk), from whom further particulars are available. Closing date: **10 January 1995**.

THE UNIVERSITY OF MANITOBA,
Department of Internal Medicine is
searching for a Head of the Section of
Rheumatology. This is a major academic
position with substantial resources. There
are presently 4 FTE Rheumatologists with
in the Section with major clinical responsi-
bilities in two major teaching hospitals, the
Health Sciences Centre and the St.
Boniface General Hospital. As well, the
Head will be responsible for recruitment of
staff and the organization and supervision
of undergraduate medical education and
postgraduate training. There is a 15 bed
Rheumatic Diseases Unit and Rheumatic

UNIVERSITY OF MANITOBA - The Department of Internal Medicine and the Manitoba Cancer Treatment and Research Foundation are searching for a joint Head of the Section of Hematology/Oncology, Department of Internal Medicine, and the Department of Medical Oncology and Hematology of the Manitoba Cancer Treatment and Research Foundation. This is a major academic position with substantial resources distributed between our two tertiary teaching hospitals, the Health Sciences Centre and the St. Boniface General Hospital with

Southern Canada or National Science & Engineering Research Council sources such as industry. The University of Western Ontario is committed to excellence and offers one of the finest research environments available anywhere in Canada.

Interested applicants should send a detailed curriculum vitae, outline of current research interests and references to:

The Chair,
January 31, 1985 to Chair Virology Pathogen Search Committee, Department of Microbiology and Immunology, Division of Health Sciences, University of Western Ontario, London, Ontario, Canada N6A 5C1. Positions are subject to budget approval. In accordance with Canadian employment requirements, this advertisement is directed to individuals who are Permanent Residents of Canada. The University of Western Ontario is committed to equal opportunities for all persons in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, disabled persons and persons with disabilities.

Residents of Canada. Please send curriculum vitae and three letters of reference to Dr. A. Maril, Chair, Modern Languages and Literatures, University College, The University of Western Ontario, London, Ontario, Canada N6A 3K7. (FAX: 519/661-3640). Deadline for applications: February 26, 1995. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

an active program of research, with strong emphasis on the traditional and/or native musics of Canada. Preference will be given to candidates with a demonstrated knowledge of the traditional and/or native music of Atlantic Canada. Applicants should send a letter of application, curriculum vitae (including evidence of teaching experience), and three letters of reference to: Search Committee, c/o Dr. Maureen MacNeil, Department of Music, Memorial University of Newfoundland, St. John's, NL, Canada A1C 5S7. Closing date for receipt of applications is 15 January 1995. For more information, including salary requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to the equality of all people.

MCGILL UNIVERSITY Faculty of Music:
Full-time tenure-track or tenured position in the Department of Music. We seek an Outstanding scholar with broad interests who is active in the field, with a strong commitment to teaching at the graduate or postgraduate level, and with strong connections from scholars in all areas of musicology, but particularly in 17th- and 18th-century music and/or new critical

McGill University - The Montreal Neurological Institute (MNI) is seeking to recruit a **Neuroscience Liaison Officer** for the Affairs, who will assist the MNI Director carrying out the scientific mission of the Institute. The successful candidate will be responsible for the coordination of the internal grant review program and applications for program and group awards, preparation of annual progress reports, Institute retreats, and organization of annual external program reviews. This individual will also be responsible for the development of research and educational programs for the public. Applicants should send a letter of interest, curriculum vitae, and references to: **Neuroscience Liaison Officer**, McGill University or Industrial-based research organizations, or in foundations competitively funding medical research will be of interest. For consideration, please send to: **Dr. Richard Murphy, Director, Montreal Neurological Institute, 3801 University Avenue, Montreal, Quebec, Canada H3A 2B4.** The deadline for receipt of applications is November 30, 1994. In accordance with Canadian Immigration regulations, this advertisement is open to all.

McGill University is committed to Equity in Employment. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

The Division of Management and Economics, Scarborough Campus, University of Toronto, is recruiting in the tenure stream at the Asst. Professor level in macroeconomics, with emphasis on open economies; international economics; either industrial organization or public finance, with econometrics as a field of specialization. Duties include undergraduate teaching at the Scarborough Campus, graduate teaching in the Dept. of Economics, St. George Campus, and research. Candidates should have a Ph.D. or equivalent, with evidence of excellence in teaching and research. Salary commensurate with qualifications. Interested candidates should write, providing a c.v., names of 3 referees, and evidence of scholarly and teaching ability, to: Professor S. Borins, Chair, Division of Management & Economics, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ont. M1C 1A4. Deadline for applications is January 9, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is an equal opportunity employer.

SOCIOLOGY
UNIVERSITY OF BRITISH COLUMBIA - Applications are invited for a Tenure-track Assistant Professorship to be held jointly in the Department of Anthropology & Sociology and the Women's Studies Programme, to commence on July 1, 1995.

Applications are also welcomed from senior women scholars with exceptional qualifications and potential to make a

and Racism in a Canadian or global context is required, together with evidence of a

(604)960-5635. This position is subject to budgetary approval. Closing date for appli-

invites applications for a newly

invites applications for a newly

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Vancouver, B.C. V6T 1Z2

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Fax: (604) 822-8627

CAUT BULLETIN ACPPU 26 NOVEMBER 1994 NOVEMBRE

The season has opened with the usual flurry of inquiries for long distance and long term (Sabbatical) travel. This is being met by our dedicated CAUT/ACPPU staff as usual.

Our Canadian currency is still in the doldrums, but market forces are at work to make our travels more palatable. Air carriers, hoteliers are making every effort to adapt the rates to take care of our market place and we are constantly seeking lower cost transportation, keeping your comfort and schedules in mind.

Family travel in particular is of great importance to us and is given very special attention. **KEEP THOSE FAXES AND TELEPHONE CALLS COMING - THEY KEEP US BUSY.**

THANK YOU.



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	Vancouver	From: \$ 949.00	\$ 625.00
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	Halifax/Montreal/Toronto	From: \$ 959.00	\$ 632.00
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	Halifax/Montreal/Toronto	From: \$ 1059.00	\$ 707.00
	Ottawa	From: \$ 1089.00	\$ 730.00
FRANKFURT	Winnipeg	From: \$ 1229.00	\$ 835.00
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	Montreal/Ottawa/Toronto	From: \$ 959.00	\$ 632.00
ROME	Winnipeg	From: \$ 1129.00	\$ 760.00
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	Vancouver	From: \$ 1289.00	\$ 880.00
	Toronto/Montreal	From: \$ 1159.00	\$ 782.00
COPENHAGEN	Winnipeg	From: \$ 1339.00	\$ 917.00
	Calgary/Edmonton	From: \$ 1439.00	\$ 992.00
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	Montreal/Toronto	From: \$ 1029.00	\$ 685.00
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E & O E 10/94

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FRANKFURT	Calgary/Edmonton/Vancouver	From: \$ 814.00	\$ 792.00
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Shoulder Season: September - November 15, March
High Season: 16 November - 28 February

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TO	FROM	LOW SEASON	HIGH SEASON
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	Toronto	From: \$1198.00	\$1552.00
TOKYO	Montreal/Ottawa	From: \$1227.00	\$1578.00
	Halifax	From: \$1329.00	\$1692.00
	Vancouver	From: \$1014.00	\$1232.00
	Calgary/Edmonton	From: \$1160.00	\$1367.00
SINGAPORE/ KUALA LUMPUR	Winnipeg	From: \$1346.00	\$1541.00
	Toronto	From: \$1095.00	\$1343.00
	Halifax	From: \$1232.00	\$1379.00
	Vancouver	From: \$1279.00	\$1471.00
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	Regina/Winnipeg	From: \$1441.00	\$1666.00
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	Halifax	From: \$1458.00	\$1837.00

Seasons: Hong Kong & Singapore/Kuala Lumpur: Low Season: January - May & September - November, High Season: June - July, December, Japan: Low Season: January - March & November - December, High Season: June - August & December 23-31, 1994

- BOOKING CONDITIONS & RESTRICTIONS APPLY • CARRIERS JAPAN AIRLINES AND CANADIAN AIRLINES
- AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
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Routing is restrictive and for some itineraries an overnight at the Asian gateway may be required. LOWER FARES MAY BE AVAILABLE WITH LONGER ROUTINGS.

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Edmonton	- Winnipeg	From \$317.00	Ottawa	- Vancouver	From \$445.00
Regina	- Toronto	From \$361.00	Montreal	- Victoria	From \$497.00
Saskatoon	- Montreal	From \$402.00	Halifax	- Edmonton	From \$622.00
Winnipeg	- Halifax	From \$502.00	St. John's	- Toronto	From \$339.00

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Did They Think We Wouldn't Notice?

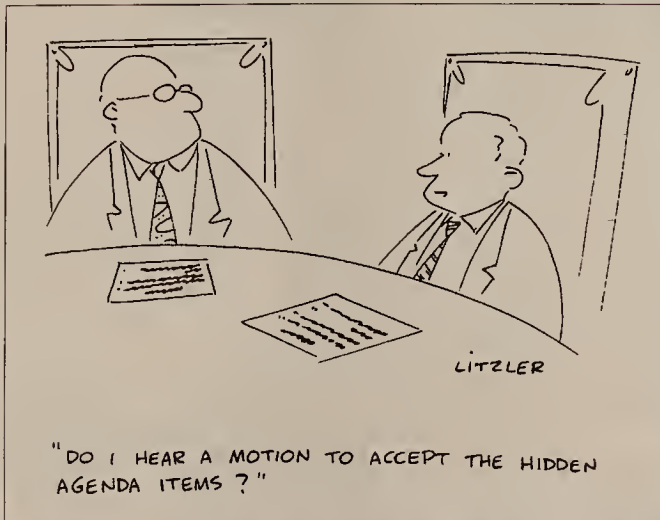
JOYCE LORIMER

THE CANADIAN POST-secondary community has a strong stomach and has accustomed itself, over the years, to swallowing large doses of empty rhetoric from federal and provincial politicians, as a substitute for the funding necessary to maintain a quality university and college system. The "Learning" section of the Axworthy proposals for "improvement," however, represents a new low in the dubious art of political hypocrisy.

Incredibly enough, Axworthy's spin-doctors introduced his proposals with the exhortation that "as a new century beckons, we must again push our nation's learning yardsticks further out — much further. In the balance is our ability to preserve our position as one of the world's most prosperous societies." Further on they stress the "crucial role played by colleges and universities in the creation of an ever more highly-trained workforce as an essential ingredient in the health of the national economy," and recognize the need for "Canadians in all regions to have equivalent access to post-secondary learning."

All of this is written as a lead-in to proposals for what amounts to a massive and unfair hit on the post-secondary sector, to resolve the federal government's deficit problems. One wonders whether they thought we would never get beyond the language to notice what they were really doing.

THE federal government's basic objectives are to try to persuade Canadians to pay more for a poorer higher education system. The rhetoric about equity and accessibility, in the dis-



cussion of income contingent loan repayment, deliberately obscures the fact that such schemes will be accompanied by huge increases in tuition fees and saddle lower income students — and lower income earners — with inequitable and intolerable debt loads.

By focusing discussion on loan schemes the federal government is making a valiant attempt to conceal the reality that it intends to abandon the cash component of Established Programs Financing transfers to the provinces. The total loss of \$2.6 billion to Canada's universities and colleges will cripple them as research, teaching and training institutions and create great regional inequities. So much for pushing out the nation's "learning yardsticks."

It is hard to know whether one should be more outraged by the short-sightedness and cowardice of such policy or the duplicity with which it is being foisted on the Canadian public. Paul Wilson's (excuse me) Martin's public lamentations about the deficit offer no assurance that he has the intestinal fortitude to consider an alternative, like tax reform. CAUT affirmed its support for a reformed progressive tax system as long ago as the days of the Carter Commission.

It is equally clear that Axworthy's so-called consultation process is a sham. The well-publicized leak to the *Toronto Star* indicates that the finance minister has already decided to phase out EPF transfers, whatever advice he may get to the contrary.

IT is up to us on the front lines of the post-secondary sector to make sure that Axworthy and Martin get a real "consultation with ordinary" Canadians, whether they want it or not. Canadian society has a "collective, public interest in a successful education system, [it] does not merely serve the private interests of the students who learn (and profit) from it. Arguably, therefore, governments should begin to bear a larger share of the costs..." As the Oct. 17 editorial in the *Ottawa Citizen*, states, it is time to talk about the cost of higher education.

Many members of the Liberal caucus are visibly uncomfortable with their finance minister's conversion to Wilsonian economics. Let us make it clear to them that we haven't been fooled by the rhetoric and that the future of the institutions most critical to building the desired knowledge-based economy is on the line. ■

Pensaient-ils nous duper?

LE MILIEU POSTSECONDAIRE CANADIEN A un estomac de fer et s'est habitué, avec les années, à avaler à larges doses le discours creux des politiciens fédéraux et provinciaux en guise de substitut au financement dont le système universitaire et collégial a besoin pour maintenir sa qualité. Le chapitre sur l'acquisition continue du savoir du rapport Axworthy propose de l'amélioration, ce qui représente toutefois un autre bas dans l'art incertain de l'hypocrisie politique.

Chose incroyable, les «maquilleurs» du ministre Axworthy ont présenté son projet en nous exhortant à croire que nous étions «à l'aube d'un siècle nouveau, [et que nous] dev[ions] viser plus haut vers un meilleur niveau de connaissances et ainsi conserver encore notre place parmi les sociétés les plus prospères du monde». Ils ont ensuite insisté sur le rôle vital des collèges et des universités dans la création d'une main-d'œuvre de plus en plus perfectionnée, élément essentiel à la santé de l'économie canadienne. Enfin, ils ont reconnu la nécessité «d'offrir aux Canadiens et aux Canadiennes de toutes les régions le même accès à l'éducation postsecondaire».

Toutes ces belles paroles servent d'entrée en matière aux recommandations fédérales qui se traduisent par une attaque massive et injuste du secteur postsecondaire dans le but de résoudre le problème du déficit du gouvernement. Il est à se demander si les Libéraux ont cru que nous ne lirions pas entre les lignes et que nous ne devinerions pas leurs véritables intentions.

FONDAMENTALEMENT, le gouvernement fédéral vise à tenter de convaincre les Canadiens et les Canadiennes à payer davantage pour un système d'enseignement qui s'appauvrit de plus en plus. Le discours sur l'équité et l'accessibilité, en ce qui concerne le régime de prêts dont le remboursement est fonction du revenu, masque la réalité. En effet, le discours ne tient pas compte des énormes hausses de frais de scolarité qui découleront de ce projet, lequel accablera de lourdes dettes, injustes et intolérables, les étudiants à faible revenu et les bas salaires.

En orientant le débat sur le projet de régime de prêts d'études, le gouvernement tente vaillamment de dissimuler son intention d'abandonner le volet en espèces des paiements de transfert du Financement des programmes établis versés aux provinces. Le manque à gagner de 2,6 milliards de dollars que subiront les universités et les collèges canadiens paralysera leurs activités de recherche, d'enseignement et de formation et créera de grandes inégalités régionales. L'idéal d'une société qui doit «viser plus haut vers un meilleur niveau de connaissances» en prend pour son rhume.

Qu'est-ce qui est le plus outrageant, la myopie et la lâcheté d'une politique de ce genre ou la duplicité avec laquelle elle est imposée à la population canadienne? Les lamentations publiques de Paul Wilson, ôhi pardon, de Paul Martin, au sujet du déficit ne garantissent pas qu'il a la ferme volonté d'envisager une solution de rechange, par exemple une réforme fiscale. Le soutien de l'ACPPU à une réforme fiscale

progressive remonte au temps de la commission Carter.

Il est bien évident que les soi-disant consultations du ministre Axworthy ne sont que de la fime. La fuite révélée par le *Toronto Star*, et qui a fait les manchettes, montre que le ministre des Finances a déjà décidé d'éliminer progressivement les transferts du FPE, même si on peut lui conseiller le contraire.

IL nous revient, nous qui occupons le front du secteur postsecondaire, de veiller à ce que Axworthy et Martin aient une consultation avec des Canadiens et Canadiennes ordinaires, qu'ils le veuillent ou non. La société canadienne a un intérêt collectif et public dans un système d'éducation efficace ne servant pas seulement les intérêts personnels des étudiants qui s'instruisent grâce à lui, et qui en tirent des avantages aussi. On peut soutenir, par conséquent, que les gouvernements devaient commencer à supporter une plus large part des coûts. Pour reprendre l'idée de l'éditorial paru dans l'édition du 17 octobre du *Ottawa Citizen*, il est temps de parler du coût de l'enseignement supérieur.

De nombreux membres du caucus libéral sont visiblement mal à l'aise devant la conversion de leur ministre des Finances à la pensée économique Wilsonnienne. Faisons-leur comprendre clairement que leur beau discours ne nous a pas leurtés et que l'avenir des établissements d'enseignement, qui sont des plus importants pour construire l'économie souhaitée et fondée sur la connaissance, est en jeu. ■